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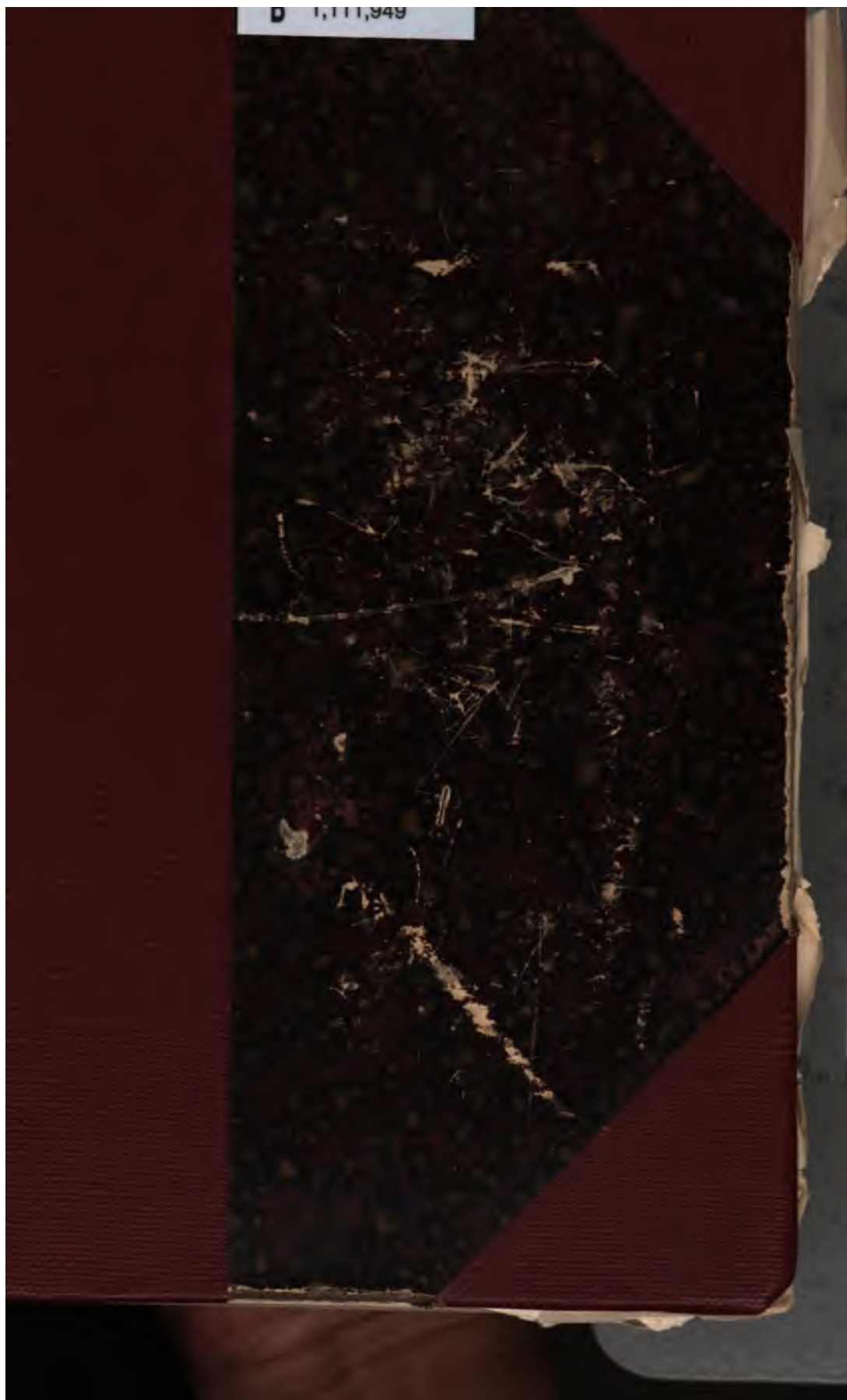
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DEPARTMENT OF COMMERCE AND LABOR.

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and 1891, 16.1 per cent higher than in 1892, 19.5 per cent than in 1894, and 0.6 per cent higher than in 1903.

The relative numbers presented in the table on page 12 are shown in graphic form facing page 18, to which the reader is referred. In computing the figures for the table on page 12, each industry has been given a weight in proportion to the amount of wages paid therein, as shown by the United States census of 1900. This was deemed to be the most equitable method of making allowance for the greater or less importance of the several industries. The agricultural implement industry is an important industry, but by no means as great as the building industry of the country; therefore allowance for the importance was deemed necessary, and the most satisfactory method of weighting is believed to be the weighting in proportion to the wages paid in the several industries. In computing this weighted average the relative number or index for a year for each industry was multiplied by the wages paid in each industry, respectively, as shown by the United States census of 1900, expressed in the nearest \$100,000. The products were then added and the sum divided by the total wages paid in the industries represented. When the industry classification differed from that given by the United States census, the wages paid were estimated from the census figures. Street and sewer work, not reported as such by the census, was estimated from the best available data—that is, the wages paid in the District of Columbia. When two or more industries shown separately in this report were classed as one industry by the census, the relative numbers for the several industries were added year by year, and the totals divided by the number of subindustries to obtain a relative number for the general industry as shown by the census. The following table shows the relative weight accorded to each industry:

WEIGHT OF EACH INDUSTRY ACCORDING TO WAGES PAID.

[The weight given to each industry was determined by the wages paid, expressed in the nearest \$100,000 as shown by the United States census of 1900.]

Industry.	Weight.	Industry.	Weight.
Agricultural implements.....	225	Hats, fur.....	^b 151
Bakery, bread.....	279	Hosiery and knit goods.....	244
Blacksmithing and horseshoeing.....	180	Iron and steel.....	1,308
Boots and shoes.....	592	Leather.....	226
Brick.....	219	Liquors, malt.....	258
Building trades.....	^a 2,127	Lumber.....	1,046
Candy.....	109	Marble and stone work.....	287
Carpets.....	111	Paper and wood pulp.....	207
Carriages and wagons.....	298	Planing mill.....	327
Cars, steam railroad.....	1,194	Pottery.....	177
Clothing.....	794	Printing and publishing.....	842
Cotton goods.....	867	Shipbuilding.....	248
Dyeing, finishing, and printing textiles.....	127	Silk goods.....	210
Electrical apparatus and supplies.....	202	Slaughtering and meat packing.....	339
Flour.....	177	Streets and sewers.....	^c 395
Foundry and machine shop.....	1,822	Tobacco, cigars, and cigarettes.....	409
Furniture.....	426	Woolen and worsted goods.....	448
Gas.....	124		
Glass.....	271	Total.....	17,273
Harness.....	107		

^a Includes census figures for carpentering, masonry, plumbing, painting and paper hanging, and one-half of roofing, architectural iron, electrical construction, and tinsmithing.

^b Includes census figures for wool hats.

^c Estimated from wages paid in the District of Columbia.

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DEPARTMENT OF COMMERCE AND LABOR.

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OF THE

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III

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BULLETIN
OF THE
BUREAU OF LABOR.

No. 59.

WASHINGTON.

JULY, 1905.

**WAGES AND HOURS OF LABOR IN MANUFACTURING INDUSTRIES,
1890 TO 1904.**

In Bulletin No. 53 of this Bureau, published in July, 1904, an article was presented entitled "Wages and cost of living." That part of the article relating to cost of living was a summary of the data since published in full in the Eighteenth Annual Report of the Bureau of Labor entitled "Cost of living and retail prices of food." The part relating to wages was a preliminary summary of the data shown in much more extended detail in the forthcoming Nineteenth Annual Report of the Bureau of Labor entitled "Wages and hours of labor."

The object of the extended investigations into cost of living and retail prices of food and wages and hours of labor, was to meet the constant and growing demand on the part of the public for regular and adequate statistical information concerning these important subjects. The two reports are believed to furnish fairly adequate presentations of conditions as to family income and expenditure in 1901, and wages and retail prices in the years from 1890 to 1903, inclusive.

The present article on "Wages and hours of labor" and the one immediately following on "Retail prices of food" are the beginning of a regular series of Bulletin articles to be published annually, supplementing and continuing the two reports above named. The work of the Bureau, so far as the preparation of the present article is concerned, has been limited to gathering data for the year 1904. The work was begun in December of that year and was continued up to the month of June, 1905.

In taking up the investigation of rates of wages and hours of labor the design was to cover thoroughly the principal distinctive occupations in the leading manufacturing and mechanical industries in the United States with a view to securing data that would be representative of conditions and show the trend of wages and hours of labor during the period covered. The office and field force available for the prosecution of the work did not admit of the extension of the investigation to cover transportation, mining, agriculture, and the other great industrial groups. It is believed, however, that the data presented in the forthcoming Nineteenth Annual Report are more comprehensive and representative, so far as the manufacturing and mechanical industries are concerned, than any that have been published heretofore.

The scope of the investigation relating to wages and hours of labor has been reduced to some extent in this article. The work of securing data being so great, it was deemed advisable to attempt to cover only those industries in which the wages paid in the United States in one year were \$10,000,000 or over, as shown by the census of 1900.

The data presented in this article and in the Nineteenth Annual Report were secured in all cases by personal visits of special agents of the Bureau to the several establishments represented, and have been taken directly from the pay rolls and other records in existence and available for reference. The preservation of records of this character for any considerable period of years is not usual, and in securing data for the period from 1890 to 1903 great difficulty was experienced in some industries in finding establishments which had been in existence since 1890 and had preserved their pay rolls and other records of transactions with their employees. It was necessary in many cases to take data from small establishments when large establishments canvassed had not preserved their records or were not in existence in 1890, and even then some of the industries were not so well represented as it was intended and hoped they would be. In securing the data for 1904 for this Bulletin a number of the small establishments carried in the Nineteenth Annual Report were dropped and quite a number of important establishments added in order to secure as good a representation for the several industries as was obtainable.

An examination of Table I shows that all occupations usually pertaining to the various industries are not covered. As has been mentioned, this is in accordance with the plan adopted of securing data for only the important and distinctive occupations which are considered representative of each industry. This plan resulted in a great saving of time in the collection of the data, without materially affecting their representative character. Data concerning all occupations engaged in each industry would be desirable, but the

work necessarily has been restricted. In outlining this investigation it was recognized that a comparison of wages and hours of labor for one year with those for another year could not be made for establishments as a whole, owing to the changes that so often take place in the relative number of persons employed in the several skilled and unskilled occupations engaged therein, and that comparisons, therefore, must be made within the limits of the occupation. All occupations pertaining to an industry are not always to be found in a single establishment; for this reason the number of establishments for which data are reported is not the same for each occupation. The following table shows the industries covered in this article, the number of different occupations covered for each industry, and the number of establishments in each industry from which data were secured:

INDUSTRIES, NUMBER OF OCCUPATIONS, AND NUMBER OF ESTABLISHMENTS FROM WHICH REPORTS WERE SECURED, 1903 AND 1904.

Industry.	Number of occupations.	Number of establishments.	Industry.	Number of occupations.	Number of establishments.
Agricultural implements.....	8	17	Iron and steel, Bessemer converting.....	6	10
Bakery, bread.....	4	141	Iron and steel, blast furnace.....	5	22
Blacksmithing and horseshoeing.....	5	182	Leather.....	10	43
Boots and shoes.....	10	50	Liquors, malt.....	8	62
Brick.....	6	40	Lumber.....	12	49
Building trades.....	19	1,411	Marble and stone.....	12	184
Candy.....	2	23	Paper and wood pulp.....	16	19
Carpets.....	8	9	Planing mill.....	9	112
Carriages and wagons.....	8	106	Pottery.....	8	5
Cars, steam railroad.....	16	52	Printing and publishing, book and job.....	10	117
Clothing, factory product.....	7	38	Printing and publishing, newspaper.....	4	143
Clothing, men's, custom work.....	4	71	Shipbuilding.....	17	40
Cotton goods.....	6	23	Silk goods.....	12	12
Dyeing, finishing, and printing textiles.....	6	15	Slaughtering and meat packing.....	15	14
Electrical apparatus and supplies.....	5	9	Streets and sewers, contract work.....	1	70
Flour.....	5	39	Streets and sewers, municipal work.....	1	60
Foundry and machine shop.....	10	309	Tobacco, cigars.....	7	40
Furniture.....	9	61	Woolen and worsted goods.....	9	17
Gas.....	3	23			
Glass.....	14	14			
Harness.....	6	44			
Hats, fur.....	14	7			
Hosiery and knit goods.....	7	9			
Iron and steel, bar iron and steel.....	6	20	Total.....	350	3,732

From the above table it is seen that data were secured covering 350 occupations and from a total number of 3,732 establishments engaged in 42 industries.

The work of almost every establishment fluctuates during the year according to the demands of trade. This fluctuation affects the number of employees and, to a less extent, the wages and hours of labor. It was not possible for the force of the Bureau to secure data from the pay rolls of each establishment for an entire year, so that the true average for the year might be computed; the only thing practicable was to secure data from each establishment for

period of the year which most nearly represented the normal condition of the establishment during the year.

It must not be presumed that the figures presented in the Nineteenth Annual Report or in this Bulletin are exhaustive. The Bureau could not undertake a complete wage census. It is believed, however, that the figures presented are fairly representative for the United States as a whole and in most of the industries for each geographical division covered.

Employees are either time workers or piece workers. Time workers are persons paid by the hour, day, week, month, or year. The method of their payment is readily understood, and securing a statement of their wages is comparatively easy. The rate per piece paid to piece workers would convey but little information to the general reader, as all conditions under which the work is performed must be considered in connection with the piece rate. For this reason piece rates are not shown, but instead are shown earnings in a definite period of time. Data for piece workers were secured from those establishments only in which a record was kept of time worked, or where the time worked to earn the wages paid could be determined approximately.

A peculiar condition is sometimes found in the work of piece workers. The speed of a piece worker is regulated to a great extent by the amount of work before him. If work is pressing his speed is high and his earnings are at their maximum. If work is slack he is inclined to reduce his speed, and thus his earnings per hour are reduced, although no change has been made in his piece rate.

All wages have been reduced to earnings per hour, in order that the data may be thoroughly and fairly comparable. The working day is an uncertain unit, as the time actually worked may be long or short—eight hours, nine hours, ten hours, etc.—and the week, month, or year is a still more indefinite unit of time. Hence all wages, however shown on the pay rolls, have been reduced to the one definite standard—the rate per hour. The average wages per hour shown in this article as well as in the Nineteenth Annual Report are true averages—that is, the individual rates of wages per hour of the several employees are added and the total divided by the number of employees. The average hours of labor per week are likewise true averages.

In order to meet every possible demand that might be made upon a statistical publication it would be necessary first to present all data in minute detail and then summarize in as many ways as practicable. An ideal report on wages would show the data for each individual employee, followed by a summarization showing the true average rate, the median rate, the quartile and decile rates, the maximum and the minimum rates, the predominant rates, etc.

Space, however, does not permit the publication in detail of the great mass of data on which this report is based nor all the summaries that with propriety might be made.

The true average rate of wages of itself is not a full and complete summary of a series of rates, but it is believed that no other single expression or group of expressions is as comprehensive and as satisfactory for purposes of comparison as the true average rate when used within its proper sphere and based on accurate data.

An average rate of wages is almost meaningless unless limited to an occupation. For example, a statement that the average wages of employees in a shoe factory is a certain number of cents per hour means but little, as it includes both sexes and many occupations with their varying degrees of skill, but a statement that the average wages of male upper cutters in shoe factories were 27.25 cents per hour in 1904 conveys a definite idea. Since all data presented in this report are for well-defined occupations, it is believed that the average rate is properly used in this respect.

The average rate of wages does not always express the facts fully as to the individual employees, for a change in the proportionate number of employees at different rates will make a change in the average, although no individual person in employment has had a change made in his rate of wages. The average rate, however, does represent the occupation as a whole.

Another objection to the use of the true average rate is that it is always affected, and sometimes quite materially, by the improper inclusion or exclusion of certain rates, especially if such rates fall at either extreme of the series of rates. It is sometimes a matter of judgment whether or not some particular employee shall be classed within an occupation, and especially is this true in a nonunion shop where the line of demarcation between the helper and the journeyman often is not clear. The inclusion or exclusion of an extreme high or low rate must always affect, to some extent, the true average rate, while in a majority of cases it would not affect the median or the predominant rate. With all of the details given, the careful reader might accept certain rates with allowance or might possibly detect an error. Inasmuch, however, as all of the field work for this report was carefully done by experienced agents of the Bureau, it is believed that few errors exist in such work, and that a true average may properly and safely be made of the data gathered.

The tabular matter of this article relating to wages and hours of labor is set forth in five general tables, and a number of short tables are shown in the text explaining and summarizing the general tables. The five general tables are entitled:

TABLE I. Average wages and hours of labor, 1903 and 1904, by occupations and geographical divisions.

TABLE II. Relative wages and hours of labor, 1890 to 1904, by occupations.

TABLE III. Relative wages and hours of labor, 1890 to 1904, by industries.

TABLE IV. Average wages and hours of labor, 1903 and 1904, in twenty-one selected occupations, by cities.

TABLE V. Average wages and hours of labor, 1903 and 1904, in eighteen selected occupations, by States.

Table I.—Average wages and hours of labor, 1903 and 1904, by occupations and geographical divisions (pp. 19 to 57).

As previously stated, certain industries shown in Bulletin No. 53 and in the Nineteenth Annual Report are not included in this Bulletin, and a number of changes have been made in the establishments covered.

In preparing to secure data for 1904 copies were made of the data for 1903. These copies were placed in the hands of the special agents of the Bureau, who visited the establishments and secured 1904 data, and whenever any doubt arose verified or, if necessary, revised the data for 1903. As heretofore stated, the agents were also instructed to secure data from a number of additional establishments, in order to secure a better representation for the several industries and localities covered. Where data were obtained from additional establishments, figures were taken for both 1903 and 1904. All data for the two years, 1903 and 1904, shown in this article, therefore, are from the same establishments, and may properly be compared. During the course of the field work it was also found that some of the establishments covered in the Nineteenth Annual Report had gone out of business. With some establishments added and others discontinued it will be seen that the establishments from which data were secured for this Bulletin differ to some extent, and in some industries to a considerable extent, from the establishments shown in the Nineteenth Annual Report.

With a change in the establishments reporting some difference necessarily must be expected in the average hours of labor and average wages per hour shown for the year 1903 in the two publications. Two groups of establishments, even though a number of establishments are common to both groups, can not be expected to show the same averages. Neither statement may be absolutely exact for the occupation throughout the entire United States, yet if each group embraces a considerable number of establishments in different parts of the country the average rates found may be accepted as representing approximately the average rate in the United States in the occupation considered. The average based on the larger number of establishments probably would be more nearly representative.

To secure the exact average rate for the United States it would be necessary to take a complete wage census of the United States, and, as previously stated, such a task is so great as to be practically impossible.

Were the figures in Table I not used to measure the trend from one year to another the decimals of the hour and of the cent might well be dropped from the table. But while a slight difference is not material in itself, so far as it affects a representative number, it is very material when indicating a trend or movement upward or downward in hours or wages, hence the measure of the trend or movement in wages, hours, or employees, from one year to another, must be made in the same establishments. As stated above, the establishments that reported the data for 1903 shown in this Bulletin are the same as those that reported the data for 1904; hence there is opportunity for an exact comparison between the number of employees, the hours of labor, and the wages per hour in 1903 and in 1904, and the figures may safely be used to indicate and measure the trend or movement upward or downward of employees, hours, and wages in the several occupations and localities covered.

Table I presents the data secured for each occupation in each industry, by geographical divisions and for the United States. The classification of the States into geographical divisions is as follows:

North Atlantic States:	North Central States—Concluded.
Connecticut.	Kansas.
Maine.	Michigan.
Massachusetts.	Minnesota.
New Hampshire.	Missouri.
New Jersey.	Nebraska.
New York.	Ohio.
Pennsylvania.	South Dakota.
Rhode Island.	Wisconsin.
Vermont.	South Central States:
South Atlantic States:	Alabama.
Delaware.	Arkansas.
District of Columbia.	Kentucky.
Florida.	Louisiana.
Georgia.	Mississippi.
Maryland.	Tennessee.
North Carolina.	Texas.
South Carolina.	Western States:
Virginia.	California.
West Virginia.	Colorado.
North Central States:	Montana.
Illinois.	Oregon.
Indiana.	Utah.
Iowa.	Washington.

In Table I (page 19) the second column shows the number of establishments from which data were secured for both 1903 and 1904.

The next two columns show the number of persons employed in 1903 and 1904, respectively, in the establishments from which data were secured. The two columns following show the average number of hours worked per week in each of the two years in these establishments, while the last two columns on the page show the average wages per hour in each of the two years covered. The averages shown are true arithmetical averages. They are obtained by adding the hours worked per week and the amount earned per hour by each individual, and dividing the sums by the number of persons considered.

An illustration will assist in explaining the table. The figures for bricklayers in the building trades are presented on page 22. Data for this occupation were secured for both 1903 and 1904 from 75 establishments in the North Atlantic States. In these establishments 2,182 persons were employed in 1903, and 2,053 persons in 1904, a decrease of 129 persons. The average hours of work per week of these employees were 47.07 in 1903 and 46.92 in 1904, a reduction of 0.15 hour per week. In 1903 the average wages per hour were \$0.5359 and in 1904 \$0.5438, showing in this occupation an increase in wages of \$0.0079 per hour in the North Atlantic States. The occupations shown in this Bulletin are the same as those shown for the same industries in the Nineteenth Annual Report, with a very few exceptions. Occupations followed by the words "not specified" include those persons who, on account of the nature of the work done, could not be otherwise classified; for instance, a stonecutter, not specified, is one who cuts granite, soft stone, and often marble.

*Table II.—Relative wages and hours of labor, 1890 to 1904, by occupations (pp. 58 to 124).—*In Table I actual or concrete numbers only are shown, and such figures relate only to the two years 1903 and 1904. No attempt has been made to join the actual numbers expressing employees, hours, and wages for 1904 to the actual numbers for the period from 1890 to 1903, shown in the Nineteenth Annual Report. On page 6 an explanation has been given why such a combination can not be made.

The figures presented in Table II are relative numbers or, in other words, a series of percentages. Relative numbers serve a double purpose. First, they present to the mind of the reader more clearly than the actual or concrete numbers the measure of difference between the data for a series of years; and second, by their use combinations are made possible that are not possible with concrete numbers.

In Table II all figures for the years from 1890 to 1903 are from the Nineteenth Annual Report; the figures for 1904 were obtained by computation. An illustration will best explain the method of

computing relative numbers and the method of attaching one series of data to another by use of the relative number. Data were secured for the Nineteenth Annual Report from 212 establishments in the United States employing bricklayers in the building trades for each year from 1890 to 1903. The following table shows the number of persons employed each year and the relative numbers computed therefrom:

ACTUAL AND RELATIVE NUMBER OF BRICKLAYERS EMPLOYED IN 212 BUILDING ESTABLISHMENTS, 1890 TO 1903.

[From the Nineteenth Annual Report. Average number for 1890-1899=100.0.]

Year.	Number of employees.	Relative number of employees.
Average 1890-1899.....	4,355	100.0
1890.....	4,422	101.5
1891.....	4,892	112.3
1892.....	4,967	114.1
1893.....	4,535	104.1
1894.....	4,055	93.7
1895.....	3,841	88.2
1896.....	3,998	91.8
1897.....	4,010	92.1
1898.....	4,150	95.3
1899.....	4,675	107.3
1900.....	4,576	105.1
1901.....	5,142	118.1
1902.....	4,781	109.8
1903.....	5,062	116.2

The average number of persons employed for the ten years from 1890 to 1899 was first computed. This average number, 4,355, was adopted as a base or standard for comparison. All comparisons might be made with 1890 or any other year, but owing to the fact that the conditions in any one year might have been abnormal it was determined to take as a base for comparison, or 100.0, not any one year, but the average for the ten years 1890 to 1899. The number of employees in the 212 establishments in 1890 was 4,422, which was found by computation to be 101.5 per cent of 4,355, the base number. The relative number of employees then was 101.5 in 1890. The relative number was computed in like manner for each succeeding year. In looking down the two columns the reader will see that the relative numbers convey a clearer idea of the measure of change in the number of employees from year to year in the establishments reporting than do the actual numbers themselves.

Data for bricklayers were secured for this Bulletin from 229 establishments for 1903 and 1904. As these establishments differed to some extent from those shown for the years 1890 to 1903 in the Nineteenth Annual Report, direct comparison can not properly be made between the number of employees in 1904 here shown and the

number in 1903 reported from the 212 establishments in the Nineteenth Annual Report. For the establishments covered in this article, however, comparison can be made between the number of persons employed in the two years as shown in Table I. On page 22 it is seen that 4,853 bricklayers were employed in 1903, and 4,644 in 1904 in the 229 establishments. The number employed in 1904 is 95.69 per cent of the number employed in 1903. As shown in the above text table, the relative number of employees in 1903 was 116.2 as compared with the average number from 1890 to 1899, and in the present investigation, as just stated, the number of employees in 1904 was 95.69 per cent of the number in 1903, therefore the relative number in 1904 in the series from 1890 to 1904 would be 95.69 per cent of 116.2, or 111.2. It must not be understood that the number of employees (4,644) in 1904 in the 229 establishments is 111.2 per cent of the average number (4,355) for the ten-year period, 1890 to 1899, in the 212 establishments, but that the relative figures in the series from 1890 to 1904, calculated as above, do show conditions in the occupation generally.

A caution should be given here as to the use of relative numbers. The difference between the relative numbers in any two years does not represent the per cent of increase or decrease in the actual numbers. For example, the relative number of bricklayers in the building trades in 1890 was 101.5. The relative number in 1904 was 111.2. The difference in the relative numbers is 9.7, and this difference is 9.6 per cent of 101.5—that is, the number of bricklayers employed, so far as can be determined from the establishments covered, was 9.6 per cent greater in 1904 than in 1890.

In Table II the second column shows the relative number of employees each year from 1890 to 1904; the third, the relative hours of work per week in each year; and the fourth, the relative wages per hour. By referring again to the occupation of bricklayers in the building trades, as shown on page 64, it is seen that the relative wages per hour in this occupation increased from 98.4 in 1890 to 127.3 in 1904. If the per cent of increase is desired, it may be obtained by computation. Thus 28.9, the difference between 98.4 and 127.3, is 29.4 per cent of 98.4, making an increase in the wages per hour of bricklayers between 1890 and 1904 of 29.4 per cent, as nearly as can be determined from the establishments that have been canvassed. Any other two years may be compared in like manner.

The few new occupations incorporated in this report can not have relative numbers shown for them, as no data were secured for them in the years adopted as the base period.

*Table III.—Relative wages and hours of labor, 1890 to 1904, by industries (pp 125 to 130).—*The relative figures shown in Table II have

been summarized so as to show conditions in each industry as a whole, and are presented in this report as Table III. This summary table shows the relative conditions in each year compared with the ten-year period, 1890-1899. In computing the relative numbers shown in Table III, the relative numbers for a year for all occupations of the industry were added and the sum divided by the number of occupations entering into the total. When both sexes were reported in an occupation, each sex was considered a separate occupation in this computation. A method somewhat different was pursued for 1904 in the few industries in which occupations were added or discontinued. This method was to compute for employees, hours, and wages the per cent which the 1904 figures were of the 1903 figures, as shown in the present article; the percentages for all the occupations in the industry were then added and the sum divided by the number of occupations. The index for 1903 was then multiplied by this average percentage to determine the index or relative number for 1904.

The table shows the trend of wages and hours of labor in the occupations of an industry taken as a whole. The average wages of all employees in an industry, irrespective of occupation, may differ to some extent, possibly, from the figures here shown because of a change during the period in the proportionate number of employees in the several occupations. It is presumed that the work done in the occupations themselves has not changed materially. The table is intended to show the changes as regards the same or like employees of an establishment, rather than the change in the establishment considered as a unit.

Like Table II, Table III embraces three columns relating to the number of employees in the several years, the hours of work per week, and the wages per hour. The base on which the relative number is computed is the average for the ten-year period, 1890-1899. By reference to the table, it is seen that in 1890 the number of employees engaged in the agricultural implement industry was 86.2 per cent of the average number employed during the ten-year period, 1890 to 1899. In each of the years thereafter a greater number was employed than in 1890, the highest being in 1900, when 30.7 per cent more persons were employed in the occupations and establishments covered in this industry than the average during the base period. In 1903 the number employed was 24.8 per cent more than the average number employed during the ten-year base period, and in 1904, 8.5 per cent more. With this explanation the other columns of the table relating to hours per week and wages per hour will be readily understood.

In the short table immediately following, the facts relating to the several industries have been combined to form a general index of all industries:

COURSE OF WAGES AND HOURS OF LABOR, 1890 TO 1904, WHEN WEIGHTED ACCORDING TO AGGREGATE WAGES PAID IN EACH INDUSTRY, AS REPORTED BY THE CENSUS OF 1900.

[Relative numbers computed on basis of average for 1890-1899=100.0.]

Year.	Employees.		Hours per week.		Wages per hour.	
	Relative number.	Per cent of increase (+) or decrease (-) in 1904 as compared with year specified. (a)	Relative number.	Per cent of increase (+) or decrease (-) in 1904 as compared with year specified. (a)	Relative number.	Per cent of increase (+) or decrease (-) in 1904 as compared with year specified. (a)
1890.....	94.8	+32.6	100.7	-4.8	100.3	+16.7
1891.....	97.3	+29.2	100.5	-4.6	100.3	+16.7
1892.....	99.2	+26.7	100.5	-4.6	100.8	+16.1
1893.....	99.4	+26.5	100.3	-4.4	100.9	+16.0
1894.....	94.1	+33.6	99.8	-3.9	97.9	+19.5
1895.....	96.4	+30.4	100.1	-4.2	98.3	+19.0
1896.....	98.6	+27.5	99.8	-3.9	99.7	+17.4
1897.....	100.9	+24.6	99.6	-3.7	99.6	+17.5
1898.....	106.4	+18.1	99.7	-3.8	100.2	+16.8
1899.....	112.1	+12.1	99.2	-3.3	102.0	+14.7
1900.....	115.6	+ 8.7	98.7	-2.8	105.5	+10.9
1901.....	119.1	+ 5.5	98.1	-2.2	108.0	+ 8.3
1902.....	123.6	+ 1.7	97.3	-1.4	112.2	+ 4.3
1903.....	126.5	- .6	96.6	- .7	116.3	+ .6
1904.....	125.7	(a)	95.9	(a)	117.0	(a)

a The figures in this column give, opposite each year, the per cent of increase or decrease (indicated by + or -) which the 1904 figures show as compared with the year specified. Thus, opposite the year 1890, under employees, appears +32.6; this shows that the increase in the number of employees in 1904 as compared with 1890 was 32.6 per cent. Opposite 1890, under hours per week, appears -4.7; this shows that the decrease in the hours of labor per week in 1904 as compared with 1890 was 4.7 per cent. In like manner, under wages per hour, appears +16.7; this shows that the increase in the wages per hour in 1904 as compared with 1890 was 16.7 per cent. The figures opposite each year should be read in like manner. Opposite the year 1904, of course, no figures can be placed.

The second column of the table shows the relative number of persons employed in all of the establishments investigated. This column probably does not show the full extent of the changes that have taken place in the industries of the United States during the period covered; it measures only the changes that have taken place in those establishments investigated. No figures are available showing the decrease in the number of employees caused by the shutting down of establishments for one or more years of the period, or by the permanent closing of establishments. Neither are there any figures showing the increase in the number of wageworkers caused by the opening of new establishments during these years. The figures in this table relating to employees are of great value, however, for they show the changes that have taken place in a large number of establishments, and undoubtedly indicate to some extent the changes that have taken place in the number of persons employed in all industries throughout the country. The table shows that the lowest number employed was in the year 1894, or 94.1 per cent of the average number employed during the period from 1890 to 1899. So far as these establishments are concerned it is seen that *the number of employees engaged therein gradually increased from*

In preparing the figures for Bulletin No. 53 and for the Nineteenth Annual Report, in order to ascertain the difference, if any, between the results obtained by the method adopted for the computation of the relative number or index for all industries and the results secured by other methods, the relative wages were computed by three other methods—first, by giving all occupations an equal weight; second, by giving each industry an equal weight; and, third, by giving each industry a weight in proportion to the number of employees engaged in the industry as shown by the census of 1900.

The results obtained by the four different methods were very nearly the same, and any one of the three other methods might not improperly have been used.

As has been stated, several industries shown in the Nineteenth Annual Report have not been continued in this Bulletin article. In order to determine what difference there would be in the relative numbers for all industries if computed only from the industries retained in the Bulletin, relative numbers for the forty-two industries retained were computed for 1890 to 1903. It was found that the relative numbers for 1903 based on the forty-two industries were practically the same as those based on the sixty-seven industries—the variation being not more than one-tenth of 1 per cent for employees, for hours, or for wages.

In studying the several tables thus far presented, the reader should bear in mind that the wages shown are the average rates of wages per hour and the hours shown the average number of hours worked per week. A reduction in hours in any year, therefore, implies a reduction of weekly earnings, unless accompanied by a corresponding increase in the rate of wages per hour. In order to show the changes in weekly earnings that have taken place from year to year during the period, in all industries as a whole, the following table has been prepared:

RELATIVE WEEKLY EARNINGS PER EMPLOYEE AND FOR ALL EMPLOYEES, 1890 TO 1904.

[Relative numbers computed on basis of average for 1890-1899 = 100.0.]

Year.	Weekly earnings per employee.		Weekly earnings of all employees.	
	Relative.	Per cent of increase (+) or decrease (−) in 1901 as compared with year specified.	Relative.	Per cent of increase (+) or decrease (−) in 1904 as compared with year specified.
1890.....	101.0	+11.1	95.7	+47.3
1891.....	100.8	+11.3	98.1	+43.7
1892.....	101.3	+10.8	100.5	+40.3
1893.....	101.2	+10.9	100.6	+40.2
1894.....	97.7	+14.8	91.9	+53.4
1895.....	98.4	+14.0	94.9	+48.6
1896.....	99.5	+12.8	98.1	+43.7
1897.....	99.2	+13.1	100.1	+40.9
1898.....	99.9	+12.3	106.3	+32.6
1899.....	101.2	+10.9	113.4	+24.3
1900.....	104.1	+7.8	120.3	+17.2
1901.....	105.9	+5.9	126.1	+11.8
1902.....	100.2	+2.7	135.0	+
1903.....	112.3	− .1	142.1	
1904.....	112.2		141.0	

The first section of the table relates to the weekly earnings of the individual employee. From this table it is seen that the weekly earnings per employee in 1890 were 1.0 per cent higher than the average weekly earnings for the ten-year period, 1890 to 1899. In 1894 the average weekly earnings were 2.3 per cent lower than the average for the ten-year period; in 1903 they were 12.3 per cent higher, and in 1904 they were 12.2 per cent higher. The next column shows that the weekly earnings per employee in 1904 were 11.1 per cent higher than in 1890, 11.3 per cent higher than in 1891, 14.8 per cent higher than in 1894, 2.7 per cent higher than in 1902, and 0.1 per cent lower than in 1903.

The second section of the table, relating to the aggregate weekly earnings of all employees engaged in the occupations covered, is of great interest as indicating to some extent the change in the relative amount paid out in wages by the manufacturing and mechanical establishments of the country each year. While the figures given show that the increase has been very great, it is believed that they do not mark the extreme increase that would be shown were the figures available for the entire number of employees in all industries, for reasons previously stated. Bearing in mind the previous statement that this report probably does not represent fully the change in the number of employees in the United States, the table shows that the weekly earnings of the employees engaged in the occupations covered in the establishments reporting were, in 1890, 95.7 per cent of the average for the ten-year period from 1890 to 1899; in the year 1891 they were 98.1 per cent; in 1894 they were 91.9 per cent; in 1902 the relative figure was 135.0; in 1903 it was 142.1, while in 1904 it dropped to 141.0.

The next column of the table, comparing the last year of the period with each of the other years, indicates that in 1904 the aggregate weekly earnings of all employees were 47.3 per cent more than in the year 1890, 53.4 per cent more than in 1894, 4.4 per cent more than in 1902, and 0.8 per cent less than in 1903.

Thus it is seen that considering the employees covered by this report, the average weekly earnings per employee in 1904 were 12.2 per cent higher than the average for the ten-year period 1890 to 1899, and that the aggregate weekly wages paid out to all employees in 1904 were 41.0 per cent more than the average weekly wages for the same ten-year period.

*Table IV.—Average wages and hours of labor, 1903 and 1904, in twenty-one selected occupations, by cities (pp. 131 to 144).—*In this table the average wages and hours of labor of the most important general occupations are shown by cities. Like Table I, it is divided into three columns, relating to the number of employees covered, the average hours of work per week, and the average wages per hour, respectively. Localities in which data were secured from only one establishment

have been omitted from this table to avoid identification, except for the occupation of laborers on streets and sewers, municipal work.

The first occupation shown in Table IV (page 131) is bricklayers, building trades. The first line relates to wages in Atlanta, Ga., and shows that in the three building establishments from which data for bricklayers were secured, 30 were employed in 1903 and 49 in 1904, the average hours per week were 57.67 in 1903 and 57.37 in 1904, and the average wages per hour, \$0.38 in 1903 and \$0.4041 in 1904.

Table V.—Average wages and hours of labor, 1903 and 1904, in eighteen selected occupations, by States (pp. 145 to 147).—In this table the average wages and hours of labor of certain important occupations are shown by States. The data are not presented by cities, as in many instances the identity of the establishments furnishing the data might have been disclosed by such classification. The form of this table is like that of Table IV, and needs no explanation.

The article immediately following the present one in this Bulletin is entitled "Retail prices of food, 1890 to 1904." That investigation covers the same period as does this investigation into wages and hours of labor, and the data have been summarized, as in this article, by the use of relative or index numbers. The base adopted for computing the relative numbers is the same in each case, namely, the average for the years 1890 to 1899.

In order that a comparative study may be made of the summary figures of these two articles they are here presented in parallel columns. The table immediately following shows the relative or index numbers taken from the two articles, and in addition two columns computed therefrom showing the relative purchasing power of wages in the several years covered as measured by retail prices of food.

RELATIVE EMPLOYEES, HOURS PER WEEK, WAGES PER HOUR, WEEKLY EARNINGS PER EMPLOYEE AND OF ALL EMPLOYEES, RETAIL PRICES OF FOOD, AND PURCHASING POWER OF HOURLY WAGES AND OF WEEKLY EARNINGS PER EMPLOYEE, MEASURED BY RETAIL PRICES OF FOOD, 1890 TO 1904.

[Relative numbers computed on basis of average for 1890-1899=100.0.]

Year.	Employees.	Hours per week.	Wages per hour.	Weekly earnings per employee.	Weekly earnings of all employees.	Retail prices of food, weighted according to family consumption.	Purchasing power, measured by retail prices of food, of—	
							Hourly wages.	Weekly earnings per employee.
1890.....	94.8	100.7	100.3	101.6	95.7	102.4	97.9	98.6
1891.....	97.3	100.5	100.3	100.8	98.1	103.8	96.6	97.1
1892.....	99.2	100.5	100.8	101.3	100.5	101.9	98.9	99.4
1893.....	99.4	100.3	100.9	101.2	100.6	104.4	96.6	96.9
1894.....	94.1	99.8	97.9	97.7	97.9	99.7	98.2	98.0
1895.....	96.4	100.1	98.3	98.4	94.9	97.8	100.5	100.6
1896.....	98.6	99.8	99.7	99.5	98.1	95.5	104.4	104.2
1897.....	100.9	99.6	99.6	99.2	100.1	96.3	103.4	103.0
1898.....	106.4	99.7	100.2	99.9	106.3	98.7	101.5	101.2
1899.....	112.1	99.2	102.0	101.2	113.4	99.5	102.5	101.7
1900.....	115.6	98.7	105.5	104.1	120.3	101.1	104.4	103.0
1901.....	119.1	98.1	108.9	105.9	126.1	105.2	102.7	100.7
1902.....	124.6	97.3	112.2	109.2	135.0	110.9	101.2	98.5
1903.....	126.5	96.6	116.3	112.3	142.1	110.3	105.4	101.1
1904.....	125.7	95.9	117.0	112.2	141.0	111.7	104.1	100.8

This table shows that in 1904, as compared with the average for the ten years from 1890 to 1899, 25.7 per cent more persons were employed, hours of labor per week had been reduced 4.1 per cent, wages per hour had increased 17 per cent, weekly earnings per employee had increased 12.2 per cent, weekly earnings of all persons employed had increased 41.0 per cent, retail prices of food had increased 11.7 per cent, the wages of one hour would purchase 4.7 per cent more food, and the earnings of a week would purchase 0.4 per cent more food.

The next table shows the per cent of increase or decrease in the several items in 1904 as compared with each preceding year:

PER CENT OF INCREASE (+) OR DECREASE (-) IN 1904, AS COMPARED WITH PREVIOUS YEARS, IN EMPLOYEES, HOURS PER WEEK, WAGES PER HOUR, WEEKLY EARNINGS PER EMPLOYEE AND OF ALL EMPLOYEES, RETAIL PRICES OF FOOD, AND PURCHASING POWER OF HOURLY WAGES AND OF WEEKLY EARNINGS PER EMPLOYEE, MEASURED BY RETAIL PRICES OF FOOD, 1890 TO 1904.

Year.	Per cent of increase (+) or decrease (-) in 1904 as compared with previous years.							
	Employees.	Hours per week.	Wages per hour.	Weekly earnings per employee.	Weekly earnings of all employees.	Retail prices of food, weighted according to family consumption.	Purchasing power, measured by retail prices of food, of—	
							Hourly wages.	Weekly earnings per employee.
Average 1890-1899...	+25.7	-4.1	+17.0	+12.2	+41.0	+11.7	+4.7	+0.4
1890.....	+32.6	-4.8	+16.7	+11.1	+47.3	+9.1	+6.9	+1.8
1891.....	+29.2	-4.6	+16.7	+11.3	+43.7	+7.6	+8.4	+3.4
1892.....	+26.7	-4.6	+16.1	+10.8	+40.3	+9.6	+5.9	+1.0
1893.....	+26.5	-4.4	+16.0	+10.9	+40.2	+7.0	+8.4	+3.6
1894.....	+33.6	-3.9	+19.5	+14.8	+53.4	+12.0	+6.6	+2.4
1895.....	+30.4	-4.2	+19.0	+14.0	+48.6	+14.2	+4.2	-.2
1896.....	+27.5	-3.9	+17.4	+12.8	+43.7	+17.0	+.3	-3.6
1897.....	+24.6	-3.7	+17.5	+13.1	+40.9	+16.0	+1.3	-2.5
1898.....	+18.1	-3.8	+16.8	+12.3	+32.6	+13.2	+3.2	-.8
1899.....	+12.1	-3.3	+14.7	+10.9	+24.3	+12.3	+2.1	-1.3
1900.....	+8.7	-2.8	+10.9	+7.8	+17.2	+10.5	+.3	-2.5
1901.....	+5.5	-2.2	+8.3	+5.9	+11.8	+6.2	+1.9	-.3
1902.....	+1.7	-1.4	+4.3	+2.7	+4.4	+.7	+3.5	+1.9
1903.....	-.6	-.7	+.6	-.1	-.8	+1.3	-.7	-1.4

This table shows that in 1904, as compared with 1903, the total number of employees decreased 0.6 per cent, the hours of labor decreased 0.7 per cent, wages per hour increased 0.6 per cent, weekly earnings per employee decreased 0.1 per cent, the total weekly earnings of all employees decreased 0.8 per cent, retail prices of food increased 1.3 per cent, the wages of one hour would purchase 0.7 per cent less food, and the earnings per employee in a week would purchase 1.4 per cent less food.

The accompanying graphic table shows for the 15 years, 1890 to 1904, the relative number of employees, relative hours of work per week, relative wages per hour, and relative retail prices of food.

WAGES
HOURS OF WORK
NUMBER OF EMPLOYEES
RETAIL PRICES OF FOOD

RELATIVE FIGURES 1890 TO 1904: UNITED STATES.
 (AVERAGE FOR 1890 TO 1899 = 100.1)

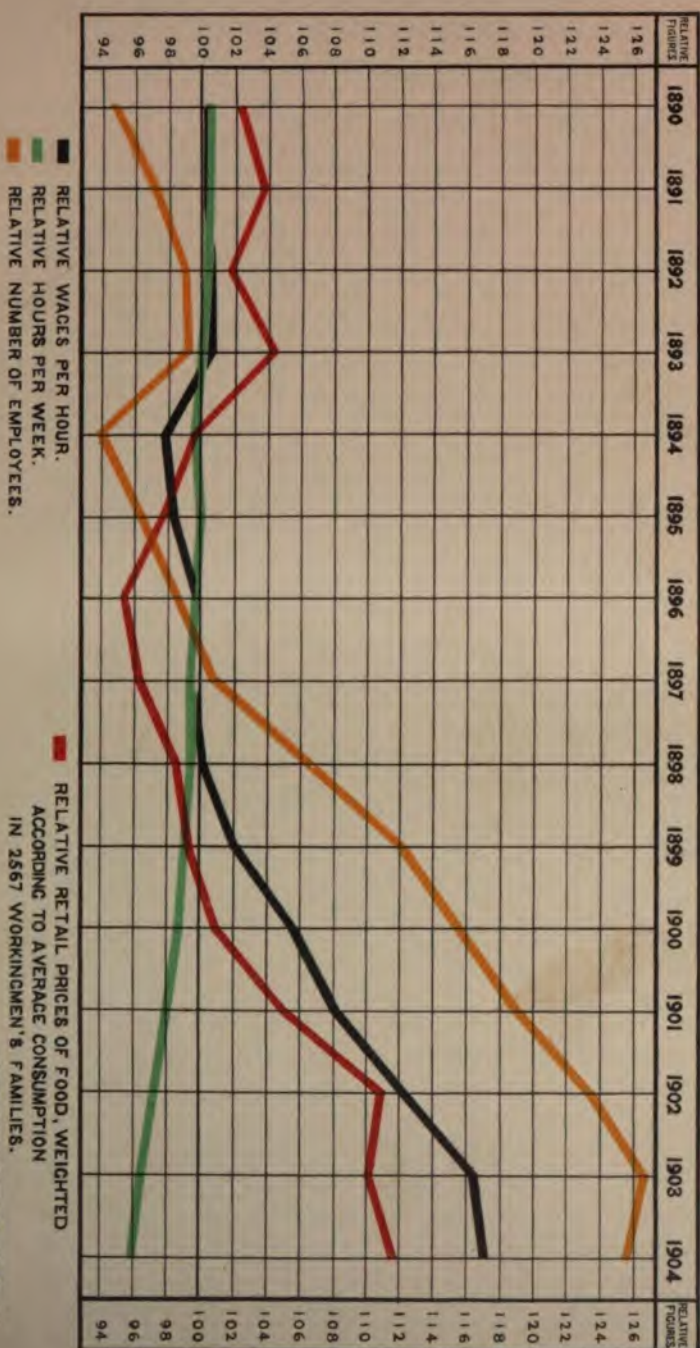




TABLE II.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS.

AGRICULTURAL IMPLEMENTS.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Blacksmiths, male:							
North Atlantic.....	1	17	16	60.00	60.00	\$0.1628	\$0.1782
North Central.....	12	221	237	57.70	58.27	.2560	.2609
South Central.....	1	4	3	59.00	59.00	.2542	.2542
Western.....	1	5	6	54.00	54.00	.3542	.3890
United States.....	15	247	262	57.80	58.29	.2551	.2587
Fitters, male:							
North Atlantic.....	1	8	8	60.00	60.00	.1781	.1802
North Central.....	8	426	337	58.26	58.00	.2273	.2451
South Central.....	1	6	7	59.00	59.00	.1781	.1792
United States.....	10	440	352	58.30	56.15	.2257	.2423
Grinders, male:							
North Atlantic.....	1	9	9	60.00	60.00	.1611	.1685
North Central.....	6	179	173	57.30	55.85	.2235	.2499
South Central.....	1	6	10	59.00	59.00	.2485	.2765
United States.....	8	194	192	57.48	56.21	.2214	.2465
Machine woodworkers, male:							
North Atlantic.....	1	14	15	60.00	60.00	.1580	.1572
North Central.....	13	483	352	58.45	57.63	.2069	.2170
South Central.....	1	3	4	59.00	59.00	.2280	.2182
Western.....	1	3	3	54.00	54.00	.2997	.3287
United States.....	16	503	374	58.47	57.71	.2062	.2163
Machinists, male:							
North Atlantic.....	1	43	43	60.00	60.00	.1706	.1826
North Central.....	12	1,096	902	58.42	55.93	.2449	.2646
Western.....	1	25	26	54.00	54.00	.2996	.3015
United States.....	14	1,164	971	58.38	56.06	.2435	.2621
Molders, iron, male:							
North Atlantic.....	1	31	35	60.00	60.00	.2380	.2316
North Central.....	9	1,174	1,064	58.34	57.24	.2499	.2520
South Central.....	1	4	8	48.00	48.00	.2487	.2445
Western.....	1	6	3	54.00	54.00	.3610	.3686
United States.....	12	1,215	1,110	58.33	57.25	.2501	.2517
Painters, male:							
North Central.....	13	538	469	59.53	57.10	.2421	.2372
South Central.....	1	2	3	54.00	54.00	.2181	.2504
Western.....	1	3	2	59.00	54.00	.2913	.2995
United States.....	15	543	474	59.51	57.07	.2422	.2376
Pattern makers, male:							
North Central.....	12	89	74	58.01	57.80	.2822	.2951

BAKERY, BREAD.

Bakers, first hands, male:							
North Atlantic.....	34	80	77	63.35	63.64	\$0.2790	\$0.2813
South Atlantic.....	20	34	36	63.41	63.22	.2395	.2451
North Central.....	35	88	101	59.58	59.31	.2708	.2843
South Central.....	14	19	20	67.42	66.45	.2316	.2416
Western.....	11	17	18	59.82	59.67	.3711	.3808
United States.....	114	238	252	62.04	61.78	.2764	.2813

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.**BAKERY, BREAD—Concluded.**

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Bakers, second hands, male:							
North Atlantic.....	35	193	187	66.57	66.81	\$0.2096	\$0.2101
South Atlantic.....	20	74	74	61.47	61.39	.1748	.1832
North Central.....	34	113	114	59.21	58.65	.2293	.2370
South Central.....	15	30	33	68.30	68.09	.1811	.1855
Western.....	10	24	26	60.54	60.38	.2905	.2988
United States.....	114	434	434	63.57	63.46	.2113	.2160
Bakers, third hands, male:							
North Atlantic.....	20	65	67	59.89	60.25	.1894	.1892
South Atlantic.....	8	24	28	61.38	61.50	.1759	.1684
North Central.....	25	190	225	57.89	58.06	.2154	.2231
South Central.....	7	19	23	68.00	67.13	.1612	.1632
Western.....	3	14	14	58.79	58.43	.2452	.2765
United States.....	63	312	357	59.23	59.34	.2050	.2107
Bakers, not specified, male:							
North Atlantic.....	8	367	388	60.18	60.08	.2679	.2670
South Atlantic.....	4	50	50	60.36	60.36	.2773	.2797
North Central.....	11	261	272	59.15	57.99	.2306	.2347
South Central.....	2	8	10	60.00	60.00	.2444	.2557
Western.....	1	25	22	60.00	60.00	.3000	.3000
United States.....	26	711	742	59.81	59.33	.2557	.2569

BLACKSMITHING AND HORSESHOEING.

Blacksmiths, male:							
North Atlantic.....	13	34	31	56.21	55.61	\$0.2764	\$0.2814
South Atlantic.....	8	19	20	59.37	59.10	.2306	.2317
North Central.....	19	43	40	59.44	59.43	.2674	.2629
South Central.....	5	13	11	57.85	57.45	.2956	.2857
Western.....	3	6	6	57.00	56.00	.3296	.3222
United States.....	48	115	108	58.17	57.88	.2704	.2680
Horseshoers, fitters, male:							
North Atlantic.....	14	30	29	53.50	53.21	.3326	.3404
South Atlantic.....	2	6	4	60.00	60.00	.2583	.2438
North Central.....	10	13	13	56.46	56.46	.3451	.3374
South Central.....	6	7	8	55.29	55.13	.3282	.3566
Western.....	3	5	6	53.60	53.67	.4089	.4056
United States.....	35	61	60	54.98	54.67	.3337	.3420
Horseshoers, floor men, male:							
North Atlantic.....	37	88	85	54.59	53.92	.2990	.3071
South Atlantic.....	18	38	38	57.95	57.95	.2182	.2218
North Central.....	48	116	116	55.64	55.25	.3003	.3071
South Central.....	14	26	23	55.88	55.96	.2682	.2762
Western.....	10	19	20	54.05	54.00	.3696	.3690
United States.....	127	287	282	55.48	55.18	.2907	.2994
Horseshoers, forgemen, male:							
North Atlantic.....	23	41	42	54.29	54.29	.3610	.3563
South Atlantic.....	15	25	24	57.00	56.88	.2736	.2699
North Central.....	40	77	75	55.77	55.59	.3450	.3475
South Central.....	8	14	14	56.21	56.21	.3017	.3283
Western.....	9	16	18	53.75	53.72	.4091	.4121
United States.....	95	173	173	55.45	55.31	.3409	.3440
Horseshoers, not specified, male:							
North Atlantic.....	9	16	13	57.06	56.46	.2543	.2653
South Atlantic.....	5	13	18	60.00	58.11	.2167	.2379
North Central.....	6	9	7	60.00	59.14	.2444	.2575
South Central.....	5	10	10	56.50	56.00	.2547	.2702
Western.....	2	3	4	55.33	54.75	.4019	.4146
United States.....	27	51	52	58.12	56.48	.2517	.2672

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

BOOTS AND SHOES.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Closers-on, female:							
North Atlantic.....	25	133	123	57.01	56.82	\$0.1932	\$0.1865
North Central.....	15	104	118	57.73	57.92	.1465	.1511
United States.....	40	237	241	57.32	57.36	.1727	.1691
Cutters, outsole, male:							
North Atlantic.....	20	87	92	57.69	57.58	.2409	.2491
North Central.....	17	96	83	57.75	58.43	.2470	.2542
United States.....	37	183	175	57.72	57.98	.2441	.2515
Cutters, upper, male:							
North Atlantic.....	25	701	741	56.88	56.61	.2688	.2766
North Central.....	17	445	486	57.88	58.70	.2572	.2663
United States.....	42	1,146	1,227	57.27	57.44	.2643	.2725
Edge trimmers, male:							
North Atlantic.....	24	173	177	56.74	56.34	.3740	.3749
North Central.....	17	88	104	58.00	58.44	.3130	.3313
United States.....	41	261	281	57.16	57.12	.3535	.3588
Goodyear stitchers, male:							
North Atlantic.....	20	109	116	55.62	55.34	.4106	.4067
North Central.....	14	68	83	57.84	58.28	.3317	.3587
United States.....	34	177	199	56.47	56.57	.3803	.3866
Heel trimmers, male:							
North Atlantic.....	22	49	51	56.69	55.65	.3967	.3993
North Central.....	17	36	42	57.67	58.24	.2963	.3418
United States.....	39	85	93	57.11	56.82	.3541	.3733
Lasters, machine, male:							
North Atlantic.....	23	329	343	57.02	56.89	.2758	.2791
North Central.....	14	173	237	56.59	57.11	.2713	.2971
United States.....	37	502	580	56.87	56.98	.2743	.2865
McKay stitchers, male:							
North Atlantic.....	17	48	44	57.63	56.66	.3188	.3073
North Central.....	11	27	31	58.11	58.94	.2938	.3127
United States.....	28	75	75	57.80	57.60	.3098	.3095
Treers, male:							
North Atlantic.....	15	234	231	56.67	56.49	.2642	.2657
North Central.....	13	84	85	57.64	57.94	.2231	.2190
United States.....	28	318	316	56.92	56.88	.2533	.2531
Vampers, male:							
North Atlantic.....	11	57	70	54.70	55.06	.3147	.3076
North Central.....	5	6	25	56.50	58.80	.2524	.2875
United States.....	16	63	95	54.87	56.25	.3088	.3023
Vampers, female:							
North Atlantic.....	23	255	247	56.85	56.28	.2266	.2277
North Central.....	17	201	221	57.42	57.95	.1865	.1886
United States.....	40	456	468	57.10	57.07	.2090	.2093

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.**BAKERY, BREAD—Concluded.**

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Bakers, second hands, male:							
North Atlantic.....	35	193	187	66.57	66.81	\$0.2066	\$0.2101
South Atlantic.....	20	74	74	61.47	61.39	.1748	.1832
North Central.....	34	113	114	59.21	58.65	.2293	.2370
South Central.....	15	30	33	68.30	68.09	.1811	.1855
Western.....	10	24	26	60.54	60.38	.2905	.2988
United States.....	114	434	434	63.57	63.46	.2113	.2160
Bakers, third hands, male:							
North Atlantic.....	20	65	67	59.89	60.25	.1894	.1892
South Atlantic.....	8	24	28	61.38	61.50	.1750	.1684
North Central.....	25	190	225	57.89	58.06	.2154	.2231
South Central.....	7	19	23	68.00	67.13	.1612	.1632
Western.....	3	14	14	58.79	58.43	.2452	.2765
United States.....	63	312	357	59.23	59.34	.2050	.2107
Bakers, not specified, male:							
North Atlantic.....	8	367	388	60.18	60.08	.2679	.2670
South Atlantic.....	4	50	50	60.36	60.36	.2773	.2797
North Central.....	11	261	272	59.15	57.99	.2306	.2347
South Central.....	2	8	10	60.00	60.00	.2444	.2557
Western.....	1	25	22	60.00	60.00	.3000	.3000
United States.....	26	711	742	59.81	59.33	.2557	.2569

BLACKSMITHING AND HORSESHOEING.

Blacksmiths, male:							
North Atlantic.....	13	34	31	56.21	55.61	\$0.2764	\$0.2814
South Atlantic.....	8	19	20	59.37	59.10	.2306	.2317
North Central.....	19	43	40	59.44	59.43	.2674	.2629
South Central.....	5	13	11	57.85	57.45	.2950	.2857
Western.....	3	6	6	57.00	56.00	.3296	.3222
United States.....	48	115	108	58.17	57.88	.2704	.2680
Horseshoers, fitters, male:							
North Atlantic.....	14	30	29	53.50	53.21	.3326	.3404
South Atlantic.....	2	6	4	60.00	60.00	.2583	.2438
North Central.....	10	13	13	56.46	56.46	.3451	.3374
South Central.....	6	7	8	55.29	55.13	.3282	.3506
Western.....	3	5	6	53.60	53.67	.4080	.4056
United States.....	35	61	60	54.98	54.67	.3337	.3420
Horseshoers, floor men, male:							
North Atlantic.....	37	88	85	54.39	53.92	.2990	.3071
South Atlantic.....	18	38	38	57.95	57.95	.2182	.2218
North Central.....	48	116	116	55.64	55.25	.3003	.3071
South Central.....	14	26	23	55.88	55.96	.2682	.2762
Western.....	10	19	20	54.05	54.00	.3696	.3960
United States.....	127	287	282	55.48	55.18	.2907	.2994
Horseshoers, forgemen, male:							
North Atlantic.....	23	41	42	54.29	54.29	.3610	.3563
South Atlantic.....	15	25	24	57.00	56.88	.2736	.2699
North Central.....	40	77	75	55.77	55.59	.3450	.3475
South Central.....	8	14	14	56.21	56.21	.3017	.3283
Western.....	9	16	18	53.75	53.72	.4001	.4121
United States.....	95	173	173	55.45	55.31	.3409	.3440
Horseshoers, not specified, male:							
North Atlantic.....	9	16	13	57.06	56.46	.2543	.2653
South Atlantic.....	5	13	18	60.00	56.11	.2167	.2379
North Central.....	6	9	7	60.00	59.14	.2444	.2575
South Central.....	5	10	10	56.50	56.00	.2547	.2702
Western.....	2	3	4	55.33	54.75	.4019	.4146
United States.....	27	51	52	58.12	56.48	.2517	.2672

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

BUILDING TRADES—Continued.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Cornice makers, male:							
North Atlantic.....	15	276	306	47.72	46.16	\$0.4077	\$0.4213
South Atlantic.....	8	95	75	50.18	49.09	.3793	.3779
North Central.....	21	260	237	47.61	47.66	.4089	.4176
South Central.....	6	55	55	49.85	50.40	.3399	.3315
Western.....	5	41	39	48.00	46.72	.4772	.5120
United States.....	55	727	712	48.18	47.39	.4032	.4135
Gas fitters, male:							
North Atlantic.....	15	49	54	47.53	46.22	.4198	.4478
South Atlantic.....	8	37	35	50.19	48.60	.3417	.3553
North Central.....	35	115	112	48.22	48.21	.4339	.4657
South Central.....	8	23	18	48.78	49.00	.4149	.4375
Western.....	13	30	34	46.73	44.82	.5997	.5849
United States.....	79	254	253	48.25	47.44	.4321	.4609
Hod carriers, male: (a)							
North Atlantic.....	92	1,967	1,925	46.83	46.72	.2960	.2972
South Atlantic.....	28	411	456	50.31	50.57	.2066	.2165
North Central.....	87	1,759	1,806	47.22	46.89	.2888	.2898
South Central.....	29	366	307	49.61	50.96	.2145	.2080
Western.....	26	282	320	48.35	47.46	.3798	.3796
United States.....	262	4,785	4,814	47.57	47.47	.2844	.2866
Inside wiremen, male:							
North Atlantic.....	13	270	285	46.07	45.84	.4337	.4490
South Atlantic.....	14	215	219	53.80	51.79	.3093	.3182
North Central.....	21	271	285	47.84	47.43	.4297	.4120
South Central.....	5	72	61	50.17	49.48	.3206	.3813
Western.....	3	44	50	48.00	48.00	.4489	.4625
United States.....	56	872	880	48.06	48.17	.3932	.4014
Laborers, male:							
North Atlantic.....	45	2,068	1,851	55.35	54.70	.1663	.1736
South Atlantic.....	40	1,219	1,122	57.68	57.09	.1391	.1408
North Central.....	58	1,980	1,688	54.12	55.15	.2188	.2070
South Central.....	20	555	285	55.55	56.02	.1436	.1481
Western.....	9	110	96	52.98	50.61	.2631	.2802
United States.....	172	5,932	5,042	55.39	55.38	.1779	.1781
Lathers, male:							
North Atlantic.....	3	72	82	44.00	44.00	.3965	.3997
South Atlantic.....	9	55	58	48.69	49.28	.3099	.3168
North Central.....	18	173	211	47.49	47.41	.4118	.4318
South Central.....	6	28	37	52.50	46.81	.2775	.4125
Western.....	3	90	105	47.56	47.62	.6076	.6101
United States.....	39	418	493	47.39	47.06	.4289	.4494
Painters, male:							
North Atlantic.....	71	1,597	1,630	48.60	48.40	.3418	.3501
South Atlantic.....	26	497	517	51.50	50.48	.2934	.3039
North Central.....	67	1,367	1,328	47.58	47.52	.3578	.3717
South Central.....	23	301	328	50.52	50.32	.2973	.3038
Western.....	21	344	321	47.59	47.15	.4362	.4367
United States.....	208	4,106	4,124	48.67	48.43	.3459	.3543
Paper hangers, male:							
North Atlantic.....	34	256	242	50.29	50.24	.3496	.3558
South Atlantic.....	12	75	76	53.40	52.97	.2793	.2867
North Central.....	36	229	235	49.25	49.42	.3728	.3685
South Central.....	7	60	51	49.00	49.18	.3502	.3686
Western.....	14	82	79	47.32	47.54	.4580	.4522
United States.....	103	702	683	49.83	49.87	.3614	.3646

* Includes men who mix mortar and wait on bricklayers, plasterers, and stone masons not a hod is used.

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

BRICK.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Brick-machine tenders, male:							
North Atlantic.....	10	52	52	53.54	53.54	\$0.2151	\$0.2145
South Atlantic.....	5	16	20	55.50	56.40	.1956	.1965
North Central.....	16	94	92	56.82	56.67	.2156	.2117
South Central.....	2	59	54	60.00	60.00	.1364	.1428
Western.....	3	5	5	54.00	54.00	.2950	.2950
United States.....	36	226	223	56.65	56.66	.1952	.1962
Kiln burners, male:							
North Atlantic.....	9	46	45	82.70	82.67	.1671	.1749
South Atlantic.....	5	22	22	82.73	82.73	.1090	.1090
North Central.....	17	85	95	83.72	83.31	.1855	.1849
South Central.....	3	33	32	77.45	76.13	.1447	.1460
Western.....	3	10	10	84.00	84.00	.2417	.2417
United States.....	37	196	204	82.33	82.01	.1686	.1712
Kiln setters, male:							
North Atlantic.....	10	33	34	54.73	54.88	.2178	.2122
South Atlantic.....	4	18	18	45.67	45.67	.2349	.2349
North Central.....	17	86	76	57.00	56.92	.2374	.2113
South Central.....	2	6	6	60.00	60.00	.2976	.2940
Western.....	3	7	7	57.86	57.86	.2969	.2821
United States.....	36	150	143	55.30	55.20	.2375	.2378
Laborers, male:							
North Atlantic.....	10	279	282	58.68	58.55	.1449	.1438
South Atlantic.....	6	262	292	58.97	59.03	.1219	.1224
North Central.....	16	290	281	55.65	55.41	.2042	.2001
South Central.....	3	190	185	60.00	60.00	.1311	.1298
Western.....	3	47	52	58.72	58.85	.2285	.2258
United States.....	38	1,058	1,092	58.19	58.13	.1561	.1539
Molders, hand, male:							
South Atlantic.....	3	20	20	45.60	45.60	.2521	.2521
North Central.....	2	8	8	57.00	51.00	.2306	.2587
United States.....	5	28	28	48.86	47.11	.2460	.2540
Offbearers, male:							
North Atlantic.....	7	56	61	54.21	54.80	.1776	.1724
South Atlantic.....	3	26	26	47.54	47.54	.1618	.1646
North Central.....	15	169	163	55.46	54.88	.2043	.2018
South Central.....	1	10	10	60.00	60.00	.1100	.1100
Western.....	3	14	14	53.57	53.57	.2750	.2650
United States.....	29	275	274	54.52	54.31	.1950	.1934

BUILDING TRADES.

Bricklayers, male:							
North Atlantic.....	75	2,182	2,053	47.07	46.92	\$0.5339	\$0.5438
South Atlantic.....	36	605	626	51.78	50.83	.4500	.5058
North Central.....	70	1,340	1,370	46.77	46.51	.5696	.5702
South Central.....	28	432	288	48.26	48.22	.5680	.5802
Western.....	20	294	307	46.05	45.58	.7009	.6936
United States.....	229	4,853	4,614	47.62	47.32	.5474	.5586
Carpenters, male:							
North Atlantic.....	82	2,902	2,716	47.82	47.80	.3793	.3771
South Atlantic.....	39	1,003	997	53.08	52.09	.2938	.2973
North Central.....	69	2,045	1,943	48.83	48.74	.3698	.3670
South Central.....	30	690	562	51.78	51.81	.3126	.3128
Western.....	22	592	530	46.95	46.70	.4333	.4565
United States.....	212	7,232	6,748	49.14	48.90	.3653	.3633

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

BUILDING TRADES—Concluded.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Structural iron workers, male:(a)							
North Atlantic.....	10	843	895	46.89	46.69	\$0.4914	\$0.4986
South Atlantic.....	4	108	99	54.94	52.79	.3711	.3727
North Central.....	17	771	690	54.97	53.50	.3191	.3726
South Central.....	2	40	52	59.48	59.46	.1914	.1952
Western.....	4	42	58	55.00	56.79	.3239	.3289
United States.....	37	1,804	1,794	51.29	50.38	.4000	.4289

CANDY.

Candy makers, male:							
North Atlantic.....	5	92	90	55.03	55.00	\$0.2336	\$0.2324
South Atlantic.....	2	48	51	59.52	59.49	.2100	.2056
North Central.....	12	475	480	59.97	59.04	.1908	.1974
South Central.....	2	8	8	53.25	53.25	.3200	.2957
Western.....	1	5	5	53.60	53.60	.3850	.4037
United States.....	22	628	634	59.08	59.07	.2017	.2059
Dippers, female:							
North Atlantic.....	5	181	174	53.08	53.52	.1160	.1231
South Atlantic.....	2	18	17	59.61	59.65	.0944	.0911
North Central.....	12	546	603	59.56	59.34	.0923	.0950
South Central.....	2	6	6	57.83	57.83	.0847	.0847
Western.....	1	10	11	53.50	53.55	.1217	.1286
United States.....	22	761	811	57.92	58.01	.0983	.1013

CARPETS.

Burlers, female:							
North Atlantic.....	8	166	181	59.17	58.91	\$0.1491	\$0.1275
Dyers, male:							
North Atlantic.....	6	215	213	58.75	58.56	.1545	.1515
Loom fixers, male:							
North Atlantic.....	8	84	89	58.89	58.69	.2666	.2651
Spoolers, female:							
North Atlantic.....	8	137	128	58.87	57.98	.1173	.1148
Twisters, female:							
North Atlantic.....	6	124	154	58.72	56.25	.1085	.1098
Weavers, Brussels and Wilton, male:							
North Atlantic.....	3	342	361	58.31	58.32	.2719	.2686
Weavers, Brussels and Wilton, female:							
North Atlantic.....	2	141	167	58.00	58.00	.1613	.1663
Weavers, ingrain, male:							
North Atlantic.....	5	152	158	57.85	57.89	.1936	.1829
Weavers, ingrain, female:							
North Atlantic.....	6	493	474	58.73	57.78	.1499	.1395
Winders, female:							
North Atlantic.....	7	288	300	58.34	57.10	.1166	.1162

CARRIAGES AND WAGONS.

Blacksmiths, male:							
North Atlantic.....	33	196	193	55.89	56.18	\$0.2887	\$0.2834
South Atlantic.....	15	53	50	59.66	59.64	.2280	.2207
North Central.....	38	255	253	59.05	58.96	.2489	.2602
South Central.....	8	20	20	58.10	58.10	.2609	.2587
Western.....	2	9	6	54.00	54.00	.3055	.3639
United States.....	96	533	522	57.83	57.91	.2629	.2661

(a) Work both on buildings and bridges.

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

BUILDING TRADES—Continued.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Plasterers, male:							
North Atlantic.....	46	685	679	45.82	45.56	\$0.5283	\$0.5358
South Atlantic.....	21	210	208	50.78	51.18	.4122	.4171
North Central.....	51	610	625	46.76	46.30	.5385	.5563
South Central.....	20	138	113	48.07	47.65	.4955	.5065
Western.....	14	186	168	44.99	45.98	.6841	.6685
United States.....	152	1,829	1,793	46.79	46.64	.5318	.5398
Plumbers, male:							
North Atlantic.....	84	596	623	48.41	48.00	.4118	.4291
South Atlantic.....	37	262	267	51.53	50.21	.3828	.4066
North Central.....	66	539	516	47.00	47.18	.4925	.4974
South Central.....	23	150	155	49.31	48.71	.4490	.4635
Western.....	22	201	210	46.69	46.56	.5724	.5917
United States.....	232	1,748	1,771	48.32	47.98	.4540	.4679
Roofers, gravel and tar, male:							
North Atlantic.....	10	115	150	48.89	47.00	.3268	.3271
South Atlantic.....	5	46	50	56.61	56.88	.1543	.1628
North Central.....	13	165	183	49.33	49.72	.3991	.3999
South Central.....	3	47	77	55.28	55.64	.1672	.1678
Western.....	4	47	50	49.79	49.92	.4065	.4010
United States.....	35	420	510	50.72	50.53	.3274	.3203
Roofers, slate and tile, male:							
North Atlantic.....	14	74	54	46.78	47.44	.4519	.4411
South Atlantic.....	5	40	34	51.75	51.00	.3302	.3891
North Central.....	16	88	76	48.25	48.47	.4421	.4438
South Central.....	6	30	37	51.20	49.30	.3104	.3477
United States.....	41	232	204	48.77	48.78	.4089	.4161
Roofers, tin, male:							
North Atlantic.....	37	303	305	47.97	48.30	.3691	.3625
South Atlantic.....	22	132	149	53.69	50.70	.2869	.3111
North Central.....	31	297	277	50.08	49.85	.3325	.3370
South Central.....	8	77	81	49.38	50.05	.3381	.3365
Western.....	2	17	10	48.00	47.70	.4743	.5375
United States.....	100	826	822	49.78	49.42	.3421	.3441
Steam fitters, male:							
North Atlantic.....	28	255	274	47.40	47.27	.4238	.4442
South Atlantic.....	6	47	49	51.04	50.12	.3923	.4067
North Central.....	35	333	295	47.12	47.13	.4656	.4788
South Central.....	6	32	45	49.88	49.33	.4206	.4386
Western.....	11	36	38	46.06	46.18	.5824	.6072
United States.....	86	703	701	47.55	47.49	.4495	.4646
Stone masons, male:							
North Atlantic.....	44	489	461	49.83	49.82	.4225	.4162
South Atlantic.....	9	90	76	50.99	52.09	.4668	.4566
North Central.....	39	301	288	48.63	47.82	.4989	.5137
South Central.....	8	69	47	50.78	51.28	.4483	.4491
Western.....	10	44	93	51.36	48.69	.5699	.6056
United States.....	110	993	965	49.71	49.37	.4580	.4683
Stone setters, male:							
North Atlantic.....	8	68	63	47.53	46.79	.5146	.5360
South Atlantic.....	8	22	19	49.91	50.21	.5305	.5263
North Central.....	17	57	51	48.82	49.55	.5016	.5049
South Central.....	5	14	18	49.29	49.00	.4881	.4907
Western.....	2	6	10	48.00	48.00	.5417	.5125
United States.....	40	167	161	48.45	48.43	.5109	.5184

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

CARS, STEAM RAILROAD—Concluded.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Molders, brass, male:							
North Atlantic.....	1	19	19	60.00	60.00	\$0.3402	\$0.3829
South Atlantic.....	1	1	3	59.00	54.00	.3090	.3200
North Central.....	9	88	79	54.80	54.13	.3106	.3137
South Central.....	4	20	21	59.90	59.86	.2836	.2922
United States.....	15	128	122	56.40	56.02	.3108	.3210
Molders, iron, male:							
North Atlantic.....	3	148	152	58.30	57.99	.3297	.3271
South Atlantic.....	2	78	74	59.69	58.30	.2672	.2675
North Central.....	5	253	203	57.62	56.05	.2690	.2900
South Central.....	4	104	87	59.89	59.92	.2628	.2680
United States.....	14	583	516	58.47	57.59	.2831	.2940
Painters, male:							
North Atlantic.....	6	310	304	57.01	54.30	.2709	.2849
South Atlantic.....	7	192	187	58.72	57.66	.2277	.2330
North Central.....	21	648	857	57.41	55.63	.2230	.2451
South Central.....	6	153	160	59.91	59.90	.2283	.2354
Western.....	6	113	137	54.00	54.00	.2905	.2880
United States.....	46	1,416	1,645	57.50	55.90	.2401	.2537
Pattern makers, male:							
North Atlantic.....	6	40	42	56.98	55.00	.2923	.3017
South Atlantic.....	4	24	27	59.46	58.22	.2717	.2752
North Central.....	16	73	67	56.04	56.25	.2848	.2962
South Central.....	6	15	18	59.93	59.94	.3156	.3055
Western.....	2	19	18	54.00	54.00	.3579	.3553
United States.....	34	171	172	56.85	56.41	.2955	.3014
Pipe fitters, male:							
North Atlantic.....	5	98	106	55.70	54.56	.2619	.2861
South Atlantic.....	5	63	74	59.00	58.95	.2266	.2308
North Central.....	16	202	213	56.65	55.51	.2780	.2859
South Central.....	5	45	45	60.27	60.04	.2592	.2658
Western.....	5	123	137	54.00	54.00	.2720	.2792
United States.....	36	531	575	56.45	55.77	.2659	.2757
Tinsmiths, male:							
North Atlantic.....	5	74	71	55.91	54.41	.2863	.2958
South Atlantic.....	8	117	113	58.93	58.19	.2247	.2402
North Central.....	19	328	332	56.15	55.45	.2778	.2779
South Central.....	6	73	77	59.90	59.94	.2630	.2674
Western.....	6	95	102	54.00	54.00	.3094	.3193
United States.....	44	687	695	56.70	56.07	.2725	.2785
Upholsterers, male:							
North Atlantic.....	3	76	84	56.25	51.71	.3078	.3064
South Atlantic.....	6	34	32	59.85	57.75	.2497	.2513
North Central.....	15	190	320	56.04	55.02	.2557	.3032
South Central.....	5	11	10	59.91	59.90	.2769	.2761
Western.....	5	30	35	54.00	54.00	.3040	.2941
United States.....	34	341	481	56.41	54.65	.2716	.2901

CLOTHING, FACTORY PRODUCT.

Buttonhole makers machine, male:							
North Atlantic.....	3	4	4	55.75	55.75	\$0.2507	\$0.2675
South Atlantic.....	1	9	9	60.00	60.00	.2556	.2556
North Central.....	3	4	4	54.50	54.50	.1642	.1508
United States.....	7	17	17	57.71	57.71	.2320	

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

CARRIAGES AND WAGONS—Concluded.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Body makers, carriage, male:							
North Atlantic.....	17	184	200	57.54	57.56	\$0.2728	\$0.2730
South Atlantic.....	5	17	17	60.00	60.00	.2451	.2377
North Central.....	14	63	72	58.70	58.69	.2557	.2583
South Central.....	1	2	2	60.00	60.00	.2500	.2625
Western.....	2	3	4	54.00	54.00	.3889	.3796
United States.....	39	269	295	57.95	57.94	.2682	.2688
Body makers, not specified, male:							
North Atlantic.....	8	44	43	58.45	58.28	.2745	.2790
South Atlantic.....	3	10	9	58.80	58.67	.2252	.2335
North Central.....	14	102	96	59.01	58.84	.2188	.2258
United States.....	25	156	148	58.84	58.67	.2349	.2417
Ironers, male:							
North Atlantic.....	10	140	125	54.72	57.29	.2569	.2495
South Atlantic.....	3	17	18	58.47	58.56	.1683	.1700
North Central.....	14	89	89	57.46	57.11	.2041	.2190
Western.....	1	2	2	54.00	54.00	.2500	.2770
United States.....	28	248	234	55.96	57.29	.2318	.2320
Machine woodworkers, male:							
North Atlantic.....	4	24	24	57.67	58.64	.2762	.2776
South Atlantic.....	3	21	21	59.81	59.86	.2224	.2092
North Central.....	16	318	290	58.99	57.19	.1897	.1880
South Central.....	1	4	4	60.00	60.00	.1750	.1792
United States.....	24	367	339	58.96	57.45	.1971	.1956
Painters, male:							
North Atlantic.....	34	365	348	55.51	55.80	.2659	.2621
South Atlantic.....	15	88	80	59.73	59.70	.2024	.1965
North Central.....	37	666	614	58.86	58.76	.2248	.2372
South Central.....	7	24	23	58.33	58.30	.2222	.2148
Western.....	2	8	8	54.00	54.00	.3021	.3210
United States.....	95	1,151	1,073	57.82	57.83	.2366	.2424
Trimmers, carriage, male:							
North Atlantic.....	28	144	122	56.09	56.35	.2681	.2706
South Atlantic.....	12	36	30	59.97	59.97	.2263	.2304
North Central.....	28	183	188	59.46	59.15	.2313	.2480
South Central.....	6	8	8	58.75	58.75	.2489	.2551
Western.....	2	4	4	54.00	54.00	.3160	.3333
United States.....	76	375	352	58.14	58.18	.2462	.2546
Woodworkers, male: (a)							
North Atlantic.....	19	69	63	56.09	56.16	.2716	.2777
South Atlantic.....	7	20	21	59.70	59.71	.1947	.1993
North Central.....	16	58	63	59.02	58.14	.2125	.2126
South Central.....	7	18	17	57.83	57.71	.2515	.2535
Western.....	2	3	3	54.00	54.00	.3333	.3333
United States.....	51	168	167	57.68	57.47	.2410	.2418

CARS, STEAM RAILROAD.

Blacksmiths, male:							
North Atlantic.....	6	236	209	56.54	55.68	\$0.3508	\$0.3776
South Atlantic.....	8	143	154	59.06	58.09	.2696	.2723
North Central.....	22	611	524	57.64	56.32	.2655	.2956
South Central.....	6	145	133	59.90	59.88	.2782	.2847
Western.....	6	225	242	54.00	54.00	.3392	.3427
United States.....	48	1,360	1,262	57.21	56.36	.2942	.3142

(a) Work with hand tools and are often called wheelwrights.

WAGES AND HOURS OF LABOR, 1890 TO 1904.

1894 until 1903. The highest point reached in the period was in 1903, when 26.5 per cent more persons were employed than the average for the ten-year base period. In the year 1904, however, there was a decrease from 126.5 to 125.7, or 0.6 per cent. The next column shows the per cent of increase or decrease in the number of persons employed in 1904 as compared with each of the preceding years. Thus in 1904 there were employed 32.6 per cent more persons than in 1890, 33.6 per cent more than in 1894, and 0.6 per cent less than in 1903.

The next section of the table relates to the hours of labor. The relative number shown is a comparison of the hours of work per week in each year with the average hours worked per week during the ten-year period from 1890 to 1899. In 1890 the hours of work per week were 0.7 per cent more than the average hours worked during the ten-year base period, while in 1904 the hours of work were but 95.5 per cent of the average for the base period, or 4.1 per cent less than the average hours worked during the period from 1890 to 1899. The next column shows the per cent of increase or decrease of hours per week in 1904 when compared with each of the preceding years; thus in 1904 the hours of work were 4.8 per cent less than in 1890, and 0.7 per cent less than in 1903. The tendency toward a gradual reduction of the hours of labor of the workingman is clearly shown here.

The third section of the table relates to the wages per hour paid in all of the industries covered by the report. In 1890 wages per hour were 0.3 per cent higher than the average wages per hour paid during the ten years from 1890 to 1899. The lowest point reached was in 1894, when wages per hour were 97.9 per cent of the average wages for the ten-year period, 1890 to 1899, or, in other words, 2.1 per cent lower than the average for the ten-year period. From 1894 the movement was upward for two years; in 1897 there was a slight decline. From 1897 there was an advance each year. In 1904 the average wages per hour were 117.0 per cent of the average for the base period, or, in other words, 17.0 per cent higher than the average wages per hour during the ten-year period, 1890 to 1899. The caution before given is here repeated. The per cent of change between one year and another is not the result of the subtraction of the two relative numbers. For example: The relative wages in all industries was 97.9 in 1894 and 117.0 in 1904; the difference between these relative numbers is 19.1. The per cent of increase in wages, however, from 1894 to 1904 was not 19.1. This difference, 19.1, is 19.5 per cent of 97.9, the number with which the comparison was made, making wages per hour in 1904 19.5 per cent higher than wages per hour in 1894. The column following the relative wages shows the per cent of increase or decrease in the average wages per hour in 1904 as compared with the preceding years. In this column it is seen that wages per hour in 1904 were 16.7 per cent higher

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

CARS, STEAM RAILROAD—Continued.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Boiler makers, male:							
North Atlantic.....	4	219	202	56.04	56.21	\$0.2811	\$0.2935
South Atlantic.....	6	96	98	59.57	59.69	.2551	.2545
North Central.....	16	378	378	56.46	56.30	.3062	.3193
South Central.....	6	178	160	60.76	60.57	.2906	.2953
Western.....	6	272	246	54.00	54.00	.3498	.3768
United States.....	38	1,143	1,084	56.73	56.70	.3049	.3181
Brass finishers, male:							
North Atlantic.....	2	14	15	57.00	53.40	.2348	.2398
South Atlantic.....	6	148	140	55.10	54.95	.3212	.3515
North Central.....	1	3	4	60.00	60.00	.3083	.2925
United States.....	9	165	159	55.35	54.93	.3135	.3394
Cabinetmakers, male:							
North Atlantic.....	3	205	216	55.69	54.51	.3847	.3701
South Atlantic.....	3	73	67	58.10	56.60	.2572	.2525
North Central.....	11	641	888	55.52	54.79	.3196	.3239
South Central.....	2	33	31	60.00	60.00	.2624	.2609
Western.....	1	26	22	54.00	54.00	.3212	.3216
United States.....	20	978	1,224	55.86	54.95	.3218	.3255
Carpenters, male: (e)							
North Atlantic.....	6	1,080	895	57.19	54.59	.2373	.2422
South Atlantic.....	8	617	600	58.49	57.70	.2224	.2301
North Central.....	22	3,773	3,583	56.79	55.97	.2358	.2474
South Central.....	7	590	551	60.02	60.15	.2235	.2255
Western.....	6	892	848	54.00	54.00	.2454	.2456
United States.....	49	6,952	6,477	56.92	56.04	.2350	.2430
Coppersmiths, male:							
North Atlantic.....	3	13	13	55.00	54.54	.2990	.3247
South Atlantic.....	1	2	2	59.00	60.00	.3305	.2875
North Central.....	9	27	21	57.96	56.90	.2710	.2861
South Central.....	5	14	17	60.36	60.18	.3055	.3135
Western.....	1	7	4	54.00	54.00	.3198	.3283
United States.....	19	63	57	57.48	57.25	.2917	.3060
Laborers, male:							
North Atlantic.....	5	1,303	1,254	55.99	54.98	.1438	.1445
South Atlantic.....	5	597	563	58.29	58.08	.1362	.1352
North Central.....	19	2,230	2,913	56.33	55.18	.1556	.1584
South Central.....	7	1,586	1,260	61.12	61.21	.1337	.1344
Western.....	5	588	666	54.00	54.00	.2023	.2025
United States.....	41	7,304	6,665	57.28	56.42	.1509	.1537
Machine woodworkers, male:							
North Atlantic.....	5	141	132	56.72	54.70	.2458	.2512
South Atlantic.....	4	82	123	57.40	55.22	.2274	.2511
North Central.....	19	723	640	57.40	56.24	.2270	.2274
South Central.....	7	73	83	59.85	59.86	.2279	.2348
United States.....	35	1,019	984	57.48	56.21	.2297	.2342
Machinists, male:							
North Atlantic.....	5	890	906	55.92	56.00	.2921	.3011
South Atlantic.....	6	578	579	59.40	58.89	.2651	.2652
North Central.....	22	1,991	2,091	56.58	55.69	.2875	.3039
South Central.....	7	460	505	60.57	60.39	.3078	.3123
Western.....	6	769	785	54.00	54.00	.3364	.3532
United States.....	48	4,688	4,866	56.77	56.34	.2956	.3076

(e) Includes also car builders and car repairers.

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

CLOTHING, FACTORY PRODUCT—Continued.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Buttonhole makers, machine, female:							
North Atlantic.....	4	19	19	55.16	55.16	\$. 1237	\$. 1277
South Atlantic.....	2	13	14	54.46	54.43	.0997	.0984
North Central.....	10	51	51	54.75	54.57	.1366	.1404
South Central.....	4	16	16	56.19	56.19	.0802	.0802
United States.....	20	99	100	55.02	54.92	.1202	.1225
Cutters, hand, male:							
North Atlantic.....	10	310	310	50.33	50.02	.3821	.3895
South Atlantic.....	2	67	69	54.18	54.17	.3039	.3024
North Central.....	12	151	162	51.67	51.74	.3508	.3495
South Central.....	2	4	4	59.50	55.00	.2116	.2389
United States.....	26	532	545	51.26	51.09	.3622	.3655
Cutters, machine, male:							
North Atlantic.....	3	8	8	48.00	48.00	.4922	.4922
South Atlantic.....	1	3	3	54.00	54.00	.2161	.2161
North Central.....	10	66	84	50.64	50.49	.3836	.4025
South Central.....	4	8	8	57.50	56.75	.2499	.2731
United States.....	18	85	103	51.15	50.88	.3831	.3940
Examiners, male:							
North Atlantic.....	7	57	69	52.05	51.94	.2797	.2720
South Atlantic.....	2	12	12	54.50	54.50	.2295	.2295
North Central.....	6	20	23	51.25	51.00	.3133	.3157
South Central.....	1	1	1	58.00	58.00	.1543	.1543
United States.....	16	90	105	52.27	52.09	.2790	.2756
Examiners, female:							
North Atlantic.....	2	9	7	53.22	54.00	.1416	.1280
South Atlantic.....	1	4	5	54.00	54.00	.1551	.1487
North Central.....	12	86	82	55.06	55.18	.1172	.1225
South Central.....	2	2	2	57.00	57.00	.1136	.1312
United States.....	17	101	96	54.89	55.07	.1208	.1244
Finishers, female:							
North Atlantic.....	7	154	169	55.31	53.98	.0965	.0987
South Atlantic.....	2	80	87	59.63	59.66	.0807	.0803
North Central.....	9	144	147	54.58	54.73	.0974	.0962
South Central.....	2	37	37	57.70	57.70	.0777	.0777
United States.....	20	415	440	56.10	55.67	.0921	.0925
Pressers, male:							
North Atlantic.....	11	194	217	53.85	53.47	.2149	.2187
South Atlantic.....	3	61	64	59.51	59.53	.1928	.1959
North Central.....	13	102	104	54.77	54.79	.2351	.2371
South Central.....	2	12	12	57.75	57.75	.1855	.1971
United States.....	29	369	397	55.17	54.92	.2159	.2192
Pressers, female:							
North Atlantic.....	3	7	9	53.29	52.22	.1547	.1470
North Central.....	4	55	19	56.11	56.11	.0723	.0909
South Central.....	1	4	4	58.00	58.00	.1034	.1006
United States.....	8	66	32	55.92	55.25	.0829	.1079
Sewing-machine operators, male:							
North Atlantic.....	9	306	373	54.30	53.72	.2257	.2175
South Atlantic.....	1	20	20	60.00	60.00	.2266	.2266
North Central.....	5	14	25	55.29	55.28	.3043	.2329
South Central.....	1	6	6	58.33	58.33	.2171	.2171
United States.....	16	346	424	54.74	54.17	.2288	.2188

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

CLOTHING, FACTORY PRODUCT—Concluded.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Sewing-machine operators, female:							
North Atlantic.....	8	304	387	54.03	54.02	\$0.1257	\$0.1229
South Atlantic.....	3	290	296	57.02	57.00	.1065	.1094
North Central.....	13	1,411	1,341	55.23	55.21	.1122	.1237
South Central.....	3	128	125	57.17	57.22	.1088	.1111
United States.....	27	2,133	2,149	55.42	55.36	.1131	.1209

CLOTHING, MEN'S, CUSTOM WORK.

Bushelmen, male:							
North Atlantic.....	17	76	73	56.86	56.64	\$0.2538	\$0.2512
South Atlantic.....	11	26	26	59.08	59.08	.2400	.2457
North Central.....	24	92	94	57.82	57.82	.2497	.2540
South Central.....	8	14	12	57.43	57.50	.2860	.2938
Western.....	7	9	10	58.00	57.00	.8177	.3226
United States.....	67	217	215	57.61	57.52	.2551	.2575
Bushelmen, female:							
North Atlantic.....	1	2	1	60.00	60.00	.1417	.1500
South Atlantic.....	3	6	8	58.00	58.50	.1236	.1273
North Central.....	2	4	3	57.00	57.33	.1268	.1314
South Central.....	1	3	3	60.00	60.00	.1028	.1083
United States.....	7	15	15	58.40	58.67	.1251	.1258
Coat makers, male:							
North Atlantic.....	5	20	21	74.60	73.92	.2345	.2389
South Atlantic.....	8	52	76	59.65	59.61	.3617	.3304
North Central.....	12	117	134	58.31	58.24	.3041	.3054
South Central.....	2	7	7	60.00	60.00	.3446	.3576
Western.....	3	31	31	55.35	55.35	.3737	.3737
United States.....	30	227	272	59.70	59.72	.3219	.3157
Cutters, male:							
North Atlantic.....	17	58	62	55.19	54.71	.5045	.4980
South Atlantic.....	9	19	19	56.53	56.53	.4568	.4809
North Central.....	24	65	70	56.60	56.74	.5154	.4871
South Central.....	8	12	12	58.00	58.00	.5469	.5653
Western.....	5	7	7	52.29	52.29	.7229	.7229
United States.....	63	161	170	56.00	55.88	.5161	.5060
Pants makers, male:							
North Atlantic.....	3	7	7	76.86	76.86	.2238	.2294
South Atlantic.....	5	19	19	59.37	59.37	.2852	.3027
North Central.....	11	44	44	57.95	58.45	.2706	.2720
South Central.....	2	3	3	60.00	60.00	.3306	.3242
Western.....	3	23	23	54.78	54.78	.3833	.3833
United States.....	24	96	96	58.92	59.15	.2989	.3033
Pants makers, female:							
North Atlantic.....	1	2	2	72.00	84.00	.0972	.0774
South Atlantic.....	2	22	26	54.55	54.46	.0990	.0991
North Central.....	3	35	37	56.29	56.22	.1453	.1409
United States.....	6	59	65	56.17	56.37	.1264	.1222

COTTON GOODS.

Carding-machine tenders, male:							
North Atlantic.....	14	231	239	58.97	58.94	\$0.1131	\$0.1118
South Atlantic.....	7	77	71	66.00	66.00	.0722	.0749
South Central.....	1	3	3	63.00	63.00	.0810	.0794
United States.....	22	311	313	60.75	60.68	.1027	.1031

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.**COTTON GOODS—Concluded.**

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Dyers, male:							
North Atlantic.....	2	20	19	58.20	58.21	\$0.1566	\$0.1485
South Atlantic.....	3	25	23	66.00	66.00	.0965	.0963
United States.....	5	45	42	62.53	62.48	.1232	.1199
Loom fixers, male:							
North Atlantic.....	13	322	331	58.68	58.75	.2070	.2013
South Atlantic.....	7	96	102	66.00	66.00	.1332	.1323
South Central.....	2	21	19	63.00	63.00	.1527	.1554
United States.....	22	439	452	60.49	60.56	.1882	.1838
Spinners, frame, male:							
North Atlantic.....	7	68	40	58.59	58.95	.0940	.0785
South Atlantic.....	5	146	155	66.00	66.00	.0587	.0600
United States.....	12	214	195	63.64	64.55	.0699	.0638
Spinners, frame, female:							
North Atlantic.....	13	1,086	1,142	58.70	58.73	.0989	.0977
South Atlantic.....	7	458	473	66.00	66.00	.0565	.0567
South Central.....	2	118	124	63.00	63.00	.0510	.0571
United States.....	22	1,662	1,739	61.02	61.01	.0838	.0847
Spinners, mule, male:							
North Atlantic.....	11	273	273	59.33	59.32	.1967	.1895
Weavers, male:							
North Atlantic.....	13	1,312	1,302	58.59	58.78	.1586	.1477
South Atlantic.....	6	504	376	66.00	66.00	.0949	.1029
South Central.....	1	5	16	63.00	63.00	.0729	.0726
United States.....	20	1,821	1,694	60.66	60.42	.1407	.1371
Weavers, female:							
North Atlantic.....	13	2,996	2,893	58.85	58.77	.1353	.1340
South Atlantic.....	7	593	635	66.00	66.00	.0910	.0951
South Central.....	1	61	64	63.00	63.00	.0696	.0735
United States.....	21	3,650	3,592	60.08	60.13	.1270	.1261

DYEING, FINISHING, AND PRINTING TEXTILES.

Bleachers, male:							
North Atlantic.....	11	257	276	58.87	58.83	\$0.1232	\$0.1226
Calendriers, male:							
North Atlantic.....	10	179	178	58.73	58.71	.1413	.1438
Color mixers, male:							
North Atlantic.....	6	115	106	58.54	58.58	.1311	.1317
Dyers, male:							
North Atlantic.....	13	434	398	58.93	59.18	.1467	.1475
Engravers, male:							
North Atlantic.....	5	64	66	58.00	58.33	.4436	.4466
Printers, male:							
North Atlantic.....	6	75	71	58.09	58.54	.4643	.4651

ELECTRICAL APPARATUS AND SUPPLIES.

Armature winders, male:							
North Atlantic.....	5	303	277	54.58	54.49	\$0.2678	\$0.2604
North Central.....	2	17	17	54.41	54.41	.2484	.2520
United States.....	7	320	294	54.58	54.48	.2667	.2599

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

ELECTRICAL APPARATUS AND SUPPLIES—Concluded.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Brass finishers, male:							
North Atlantic.....	4	76	57	54.99	54.98	\$0.2904	\$0.2930
North Central.....	1	8	8	54.00	54.00	.2328	.2306
United States.....	5	84	65	54.89	54.86	.2849	.2854
Incandescent lamp makers, female: (a)							
North Atlantic.....	1	457	459	55.00	55.00	.1254	.1237
Machinists, male:							
North Atlantic.....	5	609	476	54.93	54.95	.2797	.2832
North Central.....	2	74	55	54.05	54.09	.2316	.2400
United States.....	7	683	531	54.83	54.86	.2745	.2788
Pattern makers, male:							
North Atlantic.....	3	151	164	54.67	54.66	.3564	.3546
North Central.....	1	22	18	54.00	54.00	.3458	.3366
United States.....	4	173	182	54.58	54.60	.3551	.3529

FLOUR.

Bolters, male:							
North Atlantic.....	2	4	4	63.00	63.00	\$0.2334	\$0.2334
North Central.....	14	64	63	57.53	57.49	.2765	.2762
South Central.....	3	17	18	70.59	70.67	.1379	.1480
Western.....	2	4	4	70.50	70.50	.2131	.2131
United States.....	21	89	89	60.85	60.99	.2452	.2455
Laborers, male:							
North Atlantic.....	5	77	84	61.71	61.57	.1693	.1715
North Central.....	19	748	730	60.40	60.49	.1779	.1784
South Central.....	3	146	151	69.86	69.62	.1011	.0985
Western.....	4	27	28	67.78	67.50	.2218	.2220
United States.....	31	998	903	62.09	62.17	.1672	.1669
Millers, male: (b)							
North Atlantic.....	7	26	27	62.00	61.26	.2345	.2335
North Central.....	24	233	230	57.33	57.53	.2573	.2588
South Central.....	3	19	19	70.74	70.74	.2544	.2611
Western.....	5	8	12	67.50	68.00	.3545	.3308
United States.....	39	286	288	58.93	59.19	.2813	.2835
Millwrights, male:							
North Atlantic.....	3	3	3	60.00	60.00	.3083	.3083
North Central.....	17	58	63	61.14	60.86	.2862	.2912
South Central.....	3	11	15	60.00	59.60	.3000	.3039
Western.....	3	3	3	50.67	54.67	.4639	.4153
United States.....	26	75	84	60.51	60.38	.2962	.2985
Packers, male:							
North Atlantic.....	6	41	40	61.46	61.80	.1680	.1696
North Central.....	21	688	613	57.37	56.12	.2250	.2254
South Central.....	3	90	99	64.80	64.00	.1434	.1446
Western.....	5	15	15	66.80	66.80	.2552	.2552
United States.....	35	834	767	58.54	57.65	.2139	.2127

a Includes carbon mounting, sealing in, and exhausting and sealing.

b Includes all classes of millers.

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

FOUNDRY AND MACHINE SHOP.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Blacksmiths, male:							
North Atlantic.....	72	386	337	56.54	57.03	\$. 2976	\$. 2933
South Atlantic.....	18	49	56	55.49	54.88	.2791	.2812
North Central.....	63	300	282	56.78	56.41	.2947	.2863
South Central.....	22	44	43	56.48	56.44	.3220	.3079
Western.....	17	68	58	55.09	54.10	.3662	.3893
United States.....	192	847	776	56.49	56.40	.3023	.2979
Boiler makers, male:							
North Atlantic.....	36	708	619	56.12	55.94	.2862	.2898
South Atlantic.....	11	75	60	55.72	54.05	.2840	.2972
North Central.....	26	444	380	57.09	56.05	.2655	.2703
South Central.....	12	106	116	59.03	58.17	.2801	.3030
Western.....	11	97	114	56.41	54.21	.3535	.3873
United States.....	96	1,430	1,289	56.63	55.98	.2838	.2942
Boiler riveters, male:							
North Atlantic.....	10	105	99	55.55	55.60	.2677	.2822
South Atlantic.....	1	29	25	54.00	54.00	.2423	.2456
North Central.....	1	17	8	60.00	55.00	.2350	.2350
South Central.....	3	8	9	59.13	59.11	.2646	.2852
Western.....	1	4	1	54.00	54.00	.2500	.2500
United States.....	16	163	142	55.88	55.49	.2592	.2731
Braes finishers, male:							
North Atlantic.....	14	347	313	54.54	54.31	.2605	.2644
South Atlantic.....	1	2	2	54.00	54.00	.2500	.2500
North Central.....	9	206	214	55.85	55.09	.2528	.2553
South Central.....	1	1	1	54.00	54.00	.2222	.2778
Western.....	1	19	23	56.00	54.00	.3153	.3076
United States.....	26	575	553	55.06	54.59	.2594	.2626
Core makers, male:							
North Atlantic.....	51	339	299	57.49	56.76	.2426	.2430
South Atlantic.....	10	41	33	55.66	56.06	.2122	.2158
North Central.....	28	253	189	55.77	54.98	.2215	.2345
South Central.....	5	9	8	55.11	54.63	.2241	.2580
Western.....	10	22	20	55.64	55.20	.3164	.3350
United States.....	104	664	549	56.63	56.01	.2349	.2420
Core makers, female:							
North Atlantic.....	2	3	5	59.00	55.80	.0819	.1111
North Central.....	3	277	245	55.20	54.22	.1099	.1133
United States.....	5	280	250	55.24	54.25	.1096	.1133
Laborers, male:							
North Atlantic.....	68	2,738	2,417	57.73	57.61	.1555	.1566
South Atlantic.....	23	968	1,016	56.01	56.10	.1417	.1367
North Central.....	58	3,436	3,272	56.61	56.41	.1632	.1675
South Central.....	20	494	486	56.69	56.45	.1490	.1504
Western.....	17	328	327	55.69	54.95	.2211	.2345
United States.....	186	7,994	7,518	56.89	56.69	.1594	.1616
Machinists, male:							
North Atlantic.....	89	4,064	3,570	56.31	56.07	.2785	.2736
South Atlantic.....	28	349	367	55.44	55.46	.2735	.2701
North Central.....	73	3,917	3,163	56.01	55.27	.2562	.2575
South Central.....	21	269	296	56.24	54.72	.3065	.3165
Western.....	17	477	373	55.89	54.16	.3433	.3583
United States.....	228	9,076	7,769	56.12	55.57	.2729	.2726

TABLE I. AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

FOUNDRY AND MACHINE SHOP—Concluded.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Machinists, brass, male:							
North Atlantic	32	209	184	55.57	55.17	\$0.3036	\$0.3061
South Atlantic	2	4	4	54.00	54.00	.2709	.2709
North Central	14	130	135	55.54	55.12	.2887	.2717
South Central	3	5	5	56.40	56.40	.3139	.3139
Western	1	14	14	56.00	54.00	.3168	.3007
United States	52	362	342	55.57	55.11	.2913	.2920
Machinists, iron, male:							
North Atlantic	60	2,042	1,619	56.58	56.38	.3067	.3046
South Atlantic	22	255	252	56.80	56.38	.2713	.2821
North Central	57	1,466	1,236	56.59	56.11	.3034	.3000
South Central	15	145	116	55.31	54.96	.3165	.3206
Western	16	252	185	55.95	54.42	.3806	.4042
United States	179	4,170	3,408	56.52	56.13	.3091	.3072
Machinists, steel, male:							
North Atlantic	68	461	387	56.30	56.25	.3212	.3177
South Atlantic	22	94	69	55.83	56.28	.2964	.3053
North Central	53	344	359	55.79	55.50	.3148	.3198
South Central	18	47	42	55.28	55.05	.3313	.3352
Western	17	93	78	55.76	54.30	.3692	.3651
United States	178	1,031	935	55.99	55.75	.3218	.3248

FURNITURE.

Cabinetmakers, male:							
North Atlantic	13	260	256	52.83	52.40	\$0.3159	\$0.3275
South Atlantic	5	89	113	60.00	59.51	.1441	.1388
North Central	32	624	604	57.34	56.90	.2244	.2247
South Central	3	51	52	60.00	60.00	.1896	.1867
Western	2	27	43	48.00	48.00	.3866	.4375
United States	55	1,051	1,068	56.34	56.89	.2427	.2470
Cabinetmakers, hand, male:							
North Atlantic	7	25	23	49.96	49.13	.3428	.3636
South Atlantic	1	1	1	60.00	60.00	.3000	.3000
North Central	16	98	97	57.29	55.63	.2715	.2778
South Central	1	1	1	48.00	48.00	.5000	.5000
Western	1	1	1	48.00	48.00	.5000	.5000
United States	25	125	122	55.77	54.38	.2678	.2960
Joiners, male:							
North Atlantic	5	60	57	56.68	56.11	.2159	.2258
South Atlantic	2	33	37	60.00	60.00	.1339	.1843
North Central	12	284	248	57.73	57.96	.1759	.1742
South Central	1	4	5	60.00	60.00	.1914	.2200
Western	1	21	7	48.00	48.00	.3750	.4375
United States	21	402	354	57.28	57.71	.1890	.1843
Joiners, woodworkers, male:							
North Atlantic	11	119	134	56.15	55.91	.2511	.2675
South Atlantic	5	159	221	60.00	59.48	.1404	.1392
North Central	33	781	810	59.04	58.58	.1873	.1808
South Central	3	37	41	60.00	60.00	.1787	.1739
Western	1	8	10	48.00	48.00	.3906	.4500
United States	53	1,134	1,216	58.75	58.41	.1906	.1888
Joiners, hand, male:							
North Atlantic	7	14	13	56.14	56.85	.2390	.2397
South Atlantic	4	16	16	60.00	59.56	.1589	.1630
North Central	18	52	49	59.38	58.27	.1950	.2037
South Central	2	2	2	60.00	60.00	.3396	.3383
Western	1	2	2	48.00	48.00	.4063	.4688
United States	32	86	82	58.72	58.09	.2040	.2112

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

FURNITURE—Concluded.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Sawyers, circular, male:							
North Atlantic.....	8	22	21	54.32	54.00	\$0.2562	\$0.2657
South Atlantic.....	3	15	17	60.00	60.00	.1444	.1456
North Central.....	20	127	127	58.85	58.25	.1942	.1971
South Central.....	1	4	6	60.00	60.00	.1625	.1708
Western.....	1	4	3	48.00	48.00	.4375	.4375
United States.....	33	172	174	58.15	57.79	.2027	.2036
Sawyers, jig, male:							
North Atlantic.....	5	6	6	53.50	52.83	.2899	.3129
North Central.....	3	3	3	56.00	56.00	.2317	.2400
United States.....	8	9	9	54.33	53.89	.2705	.2889
Upholsterers, male:							
North Atlantic.....	6	65	70	49.82	50.10	.3844	.3766
North Central.....	11	137	136	57.99	57.34	.2334	.2326
Western.....	1	3	3	48.00	48.00	.4375	.4375
United States.....	18	205	200	55.25	54.78	.2843	.2838
Varnishers, male:							
North Atlantic.....	10	119	107	55.75	56.04	.2249	.2283
South Atlantic.....	5	39	52	60.00	59.62	.1386	.1371
North Central.....	24	299	282	58.75	57.61	.1845	.1946
South Central.....	2	13	20	60.00	60.00	.1449	.1438
Western.....	1	3	2	48.00	48.00	.4375	.4375
United States.....	42	473	463	58.07	57.54	.1914	.1948

GAS.

Laborers, male: (a)							
North Atlantic.....	4	356	428	62.21	62.94	\$0.1578	\$0.1585
South Atlantic.....	6	364	374	62.12	61.97	.1445	.1423
North Central.....	8	794	926	63.56	63.44	.1656	.1680
South Central.....	2	160	199	60.00	60.00	.1491	.1503
Western.....	3	283	386	51.35	50.55	.2855	.2919
United States.....	23	1,957	2,313	60.99	60.66	.1763	.1812
Pipe fitters, male:							
North Atlantic.....	4	74	63	60.14	60.16	.2367	.2443
South Atlantic.....	5	42	38	57.69	57.45	.2427	.2465
North Central.....	7	160	262	59.52	59.21	.2328	.2435
South Central.....	2	24	40	60.00	60.00	.2292	.2356
Western.....	3	145	153	50.90	50.75	.3986	.3959
United States.....	21	445	556	56.67	56.93	.2882	.2852
Stokers, male: (b)							
North Atlantic.....	3	150	169	65.01	64.82	.2504	.2553
South Atlantic.....	4	110	105	81.16	81.14	.1631	.1551
North Central.....	8	494	510	84.00	84.00	.2069	.1980
South Central.....	1	18	18	84.00	84.00	.1833	.1833
Western.....	2	16	14	75.25	78.00	.2539	.2471
United States.....	18	788	816	79.81	79.56	.2057	.2049

a At gas works and on streets.

b Includes both chargers and retortmen, which are given separately in the Nineteenth Annual Report of this Bureau.

TABLE II.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

GLASS.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Batch makers, male:							
North Atlantic.....	13	41	42	54.20	54.12	\$0.2085	\$0.2096
North Central.....	1	6	6	58.00	58.00	.2285	.2285
United States.....	14	47	48	54.68	54.60	.2110	.2119
Blowers, flint glass, male:							
North Atlantic.....	6	297	337	50.74	50.63	.5610	.5556
North Central.....	1	135	160	49.50	49.50	.5148	.5142
United States.....	7	432	497	50.35	50.27	.5466	.5423
Blowers, green glass, male:							
North Atlantic.....	4	425	513	51.00	51.00	.6049	.6653
Blowers, window glass, male:							
North Atlantic.....	3	53	54	40.83	40.74	.9542	.6696
Cutters, window glass, male:							
North Atlantic.....	3	22	21	58.91	59.14	.4852	.3778
Flatteners, window glass, male:							
North Atlantic.....	3	14	14	54.29	54.29	.7125	.5832
Gaffers, flint glass, male:							
North Atlantic.....	4	85	84	51.53	51.56	.5115	.5095
North Central.....	1	5	7	49.60	49.57	.7889	.8032
United States.....	5	90	91	51.42	51.41	.5269	.5321
Gatherers, flint glass, male:							
North Atlantic.....	4	137	141	50.75	50.72	.2936	.2915
North Central.....	1	144	105	49.50	49.50	.3251	.3200
United States.....	5	281	246	50.11	50.20	.3097	.3037
Gatherers, window glass, male:							
North Atlantic.....	3	54	54	40.74	40.74	.6846	.4716
Gathering boys (bit), male:							
North Atlantic.....	5	35	32	51.69	51.10	.1358	.1453
Laborers, male:							
North Atlantic.....	11	176	173	59.73	59.72	.1444	.1423
North Central.....	1	35	31	58.00	58.00	.1552	.1560
United States.....	12	211	204	59.44	59.46	.1462	.1444
Leersmen, male:							
North Atlantic.....	13	81	70	60.23	60.17	.1801	.1806
North Central.....	1	3	5	58.00	58.00	.2069	.2069
United States.....	14	84	81	60.15	60.04	.1813	.1822
Packers, male:							
North Atlantic.....	13	142	145	56.53	56.19	.1974	.2019
North Central.....	1	25	16	58.00	58.00	.1807	.1869
United States.....	14	167	161	56.75	56.37	.1949	.2004
Teasers, male:							
North Atlantic.....	11	63	63	79.41	79.41	.1751	.1777
North Central.....	1	12	7	84.00	84.00	.1667	.1667
United States.....	12	75	70	80.15	79.87	.1737	.1766

HARNESS.

Collar makers, male:							
North Atlantic.....	6	20	19	58.00	55.47	\$0.2848	\$0.3093
North Central.....	12	159	160	57.83	57.58	.2292	.2318
South Central.....	4	32	35	57.63	57.74	.1848	.1921
Western.....	1	4	4	54.00	54.00	.3611	.3611
United States.....	23	215	218	57.74	57.35	.2302	.2346

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

HARNESS—Concluded.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Cutters, male:							
North Atlantic.....	7	8	8	56.13	55.38	\$0.3191	\$0.3261
North Central.....	19	110	110	57.90	57.91	.2649	.2757
South Central.....	5	37	45	58.14	58.29	.2564	.2662
Western.....	2	3	3	54.00	54.00	.3889	.3704
United States.....	33	158	166	57.79	57.82	.2680	.2773
Fitters and finishers, male:							
North Atlantic.....	6	41	39	55.41	55.54	.2925	.2900
North Central.....	11	197	183	56.35	56.31	.2596	.2685
South Central.....	3	14	15	59.00	59.00	.1604	.1627
Western.....	2	8	13	54.00	54.00	.3021	.3191
United States.....	22	260	250	56.27	56.23	.2608	.2681
Harness makers, male: (a)							
North Atlantic.....	8	49	43	59.43	56.51	.2361	.2481
North Central.....	14	308	310	59.42	59.40	.2166	.2186
South Central.....	6	78	82	57.10	57.20	.2347	.2382
Western.....	1	5	5	54.00	54.00	.3056	.3056
United States.....	29	440	440	58.95	58.65	.2230	.2261
Stitchers, hand, male:							
North Atlantic.....	7	43	37	56.56	55.03	.2144	.2181
North Central.....	6	18	19	58.50	58.47	.2175	.2091
Western.....	1	2	2	54.00	54.00	.3333	.3333
United States.....	14	63	58	57.03	56.12	.2190	.2191
Stitchers, machine, male:							
North Atlantic.....	2	2	2	56.00	53.00	.2993	.3161
North Central.....	20	134	131	57.64	57.65	.2570	.2644
South Central.....	5	23	31	57.78	57.97	.2562	.2527
Western.....	2	3	2	54.00	54.00	.3611	.3472
United States.....	29	162	166	57.57	57.61	.2594	.2638

HATS, FUR.

Blockers, male:							
North Atlantic.....	4	62	55	53.76	53.84	\$0.3734	\$0.3754
Colorers, male:							
North Atlantic.....	4	31	34	53.48	53.56	.1964	.2023
Coners, male:							
North Atlantic.....	5	28	29	53.61	53.55	.2652	.2769
Curiers, male:							
North Atlantic.....	4	29	32	54.76	54.78	.4074	.4165
Feeders, male:							
North Atlantic.....	2	9	6	55.78	55.17	.0997	.0998
Feeders, female:							
North Atlantic.....	3	22	26	53.23	53.00	.1069	.1126
Finishers, male:							
North Atlantic.....	5	395	319	52.70	53.90	.3263	.3095
Flangers, male:							
North Atlantic.....	4	41	37	53.10	53.76	.3232	.3269
Fur blowers, male:							
North Atlantic.....	4	21	23	53.48	53.35	.1660	.1786
Hardeners, male:							
North Atlantic.....	5	25	30	53.44	53.43	.2730	.2855
Pouncers, male:							
North Atlantic.....	4	97	97	53.34	53.78	.2305	.2187
Sizers, male:							
North Atlantic.....	5	473	489	53.47	54.18	.2788	.2739
Stiffeners, male:							
North Atlantic.....	4	10	11	54.00	54.00	.3392	.3443
Trimmers, female:							
North Atlantic.....	5	480	492	53.97	54.31	.1156	.1224
Weighters, female:							
North Atlantic.....	3	10	10	52.90	53.30	.1232	.1223

* Do all parts of the work.

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

HOSIERY AND KNIT GOODS.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Boarders, male:							
North Atlantic.....	6	81	90	56.83	56.98	\$0.1841	\$0.1839
North Central.....	2	28	32	59.79	59.81	.0820	.0755
United States.....	8	109	122	57.59	57.72	.1578	.1554
Finishers, female:							
North Atlantic.....	5	475	336	56.56	57.04	.1182	.1163
North Central.....	3	140	147	59.33	59.22	.0706	.0771
United States.....	8	635	503	57.26	57.68	.1082	.1048
Knitters, male:							
North Atlantic.....	4	128	102	56.96	56.98	.2016	.1878
Knitters, female:							
North Atlantic.....	6	241	161	57.64	56.71	.1211	.1224
North Central.....	3	216	236	59.51	59.49	.0844	.0816
United States.....	9	467	397	58.59	58.36	.1027	.0981
Loopers, female:							
North Atlantic.....	4	66	61	57.24	57.16	.1499	.1308
North Central.....	1	4	4	57.00	57.00	.1272	.1272
United States.....	5	70	68	57.23	57.15	.1486	.1306
Menders, female:							
North Atlantic.....	6	97	112	58.22	58.25	.1219	.1170
Pressers, male:							
North Atlantic.....	5	34	50	58.62	58.76	.1817	.1766
Pressers, female:							
North Atlantic.....	2	27	25	58.00	56.92	.0822	.0996
Ribbers, female:							
North Atlantic.....	2	63	65	60.00	60.00	.1650	.1626

IRON AND STEEL, BAR IRON AND STEEL.

Catchers, male:							
North Atlantic.....	8	24	23	66.17	65.13	\$0.4183	\$0.3667
South Atlantic.....	3	35	33	60.00	60.00	.2419	.2164
North Central.....	5	25	25	63.84	63.84	.6877	.6561
South Central.....	1	13	6	72.00	72.00	.1414	.1843
United States.....	17	97	87	64.12	63.29	.3870	.3513
Heaters, male:							
North Atlantic.....	8	34	30	64.82	64.47	.5296	.4986
South Atlantic.....	3	42	45	60.00	60.00	.4147	.3480
North Central.....	7	42	42	67.52	67.52	.8768	.8037
South Central.....	1	8	6	72.00	72.00	.3327	.4692
United States.....	19	126	123	64.57	64.24	.5945	.5463
Heaters' helpers, male:							
North Atlantic.....	7	29	21	65.52	64.92	.2800	.2601
South Atlantic.....	3	49	41	60.00	60.00	.2145	.1868
North Central.....	7	46	46	66.70	66.70	.3913	.3614
South Central.....	1	10	10	72.00	72.00	.1366	.1794
United States.....	18	134	121	64.39	64.51	.2835	.2651
Hot straighteners, male:							
North Atlantic.....	7	40	37	64.10	64.11	.2076	.1638
South Atlantic.....	3	49	52	60.00	60.00	.1423	.1309
North Central.....	5	47	47	65.87	65.87	.3045	.2505
South Central.....	1	26	12	72.00	72.00	.0941	.1032
United States.....	16	162	148	64.64	63.86	.1977	.1749

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

IRON AND STEEL, BAR IRON AND STEEL—Concluded.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Rollers, male:							
North Atlantic.....	8	19	20	64.63	64.70	\$9.7209	\$9.6380
South Atlantic.....	3	33	27	60.00	60.00	.5487	.5241
North Central.....	4	15	15	67.20	67.20	1.1578	.9949
South Central.....	1	9	6	72.00	72.00	.5302	.6285
United States.....	16	76	68	64.00	64.03	.7086	.6707
Roughers, male:							
North Atlantic.....	8	34	35	63.24	63.31	.4213	.3351
South Atlantic.....	3	64	64	60.00	60.00	.3079	.3070
North Central.....	8	73	75	63.71	63.93	.6116	.5208
South Central.....	1	20	12	72.00	72.00	.2066	.2954
United States.....	20	191	176	63.25	63.15	.4335	.4029

IRON AND STEEL, BESSEMER CONVERTING.

Blowers, male:							
North Atlantic.....	4	10	12	64.80	54.00	\$0.5483	\$0.5763
South Atlantic.....	2	4	5	71.00	68.40	.5084	.4089
North Central.....	3	7	7	61.71	61.71	.7191	.6191
South Central.....	1	2	2	72.00	72.00	.4440	.3551
United States.....	10	23	26	65.57	60.23	.5843	.5386
Bottom makers, male:							
North Atlantic.....	4	7	7	72.00	72.00	.3465	.2775
South Atlantic.....	2	8	6	72.00	72.00	.2199	.1890
North Central.....	3	13	13	66.46	66.46	.3218	.2265
South Central.....	1	5	6	57.80	57.33	.1887	.1840
United States.....	10	33	32	67.64	67.00	.2821	.2348
Ladle liners, male:							
North Atlantic.....	4	11	11	65.45	65.45	.3569	.3179
South Atlantic.....	2	8	5	71.00	67.00	.3147	.2359
North Central.....	3	6	6	60.00	60.00	.6306	.4882
South Central.....	1	2	2	72.00	72.00	.3386	.2650
United States.....	10	27	24	66.37	64.96	.4052	.3390
Melters, male:							
North Atlantic.....	4	8	9	63.00	56.00	.7076	.4621
South Atlantic.....	2	5	4	70.80	69.00	.5101	.3673
North Central.....	3	25	34	57.60	50.82	.5697	.4872
South Central.....	1	2	2	72.00	72.00	.4352	.3770
United States.....	10	40	49	61.05	54.12	.5831	.4683
Steel pourers, male:							
North Atlantic.....	4	15	15	51.20	51.20	.4288	.3630
South Atlantic.....	2	5	4	70.80	69.00	.4272	.3385
North Central.....	3	12	12	48.00	48.00	.6711	.6182
South Central.....	1	2	2	72.00	72.00	.4633	.3902
United States.....	10	34	33	54.18	53.45	.5161	.4539
Vessel men, male:							
North Atlantic.....	4	11	11	56.73	56.73	.6109	.5039
South Atlantic.....	2	17	10	70.24	67.20	.4504	.3120
North Central.....	3	17	18	50.82	48.00	.9279	.8806
South Central.....	1	2	2	72.00	72.00	.4184	.3461
United States.....	10	47	41	60.13	56.20	.6593	.6148

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

IRON AND STEEL, BLAST FURNACE.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Cinder snappers, male:							
North Atlantic.....	8	76	83	83.87	84.00	\$0.1414	\$0.1400
South Atlantic.....	2	38	38	84.00	77.68	.1403	.1550
North Central.....	6	66	60	84.00	84.00	.1745	.1599
South Central.....	6	21	21	84.00	84.00	.1171	.1143
United States.....	22	201	202	83.95	82.81	.1495	.1461
Hot-blast men, male:							
North Atlantic.....	8	54	57	84.00	84.00	.1563	.1516
South Atlantic.....	2	10	10	84.00	84.00	.1613	.1517
North Central.....	6	29	29	84.00	84.00	.1811	.1750
South Central.....	6	16	16	84.00	84.00	.1396	.1370
United States.....	22	109	112	84.00	84.00	.1609	.1553
Keepers, male:							
North Atlantic.....	8	48	51	84.00	84.00	.1919	.1827
South Atlantic.....	2	10	10	84.00	84.00	.1833	.1700
North Central.....	6	40	40	84.00	84.00	.2211	.2007
South Central.....	6	18	16	84.00	84.00	.1477	.1495
United States.....	22	116	117	84.00	84.00	.1944	.1832
Keepers' helpers, male:							
North Atlantic.....	8	88	82	84.00	84.00	.1526	.1445
South Atlantic.....	2	27	30	84.00	84.00	.1470	.1400
North Central.....	6	114	107	84.00	84.00	.1802	.1652
South Central.....	6	51	50	84.00	84.00	.1172	.1142
United States.....	22	280	269	84.00	84.00	.1569	.1466
Top fillers, male:							
North Atlantic.....	6	54	54	84.00	84.00	.1484	.1433
South Atlantic.....	1	34	18	84.00	84.00	.1450	.1350
North Central.....	6	85	85	71.48	71.48	.2318	.2140
South Central.....	6	28	23	84.00	84.00	.1313	.1322
United States.....	19	201	180	78.71	78.09	.1807	.1745

LEATHER.

Colorers, male:							
North Atlantic.....	11	97	97	59.36	59.04	\$0.1739	\$0.1777
South Atlantic.....	2	25	26	60.00	60.00	.1430	.1436
North Central.....	7	49	31	57.16	58.52	.1989	.2029
South Central.....	1	5	5	60.00	60.00	.2325	.2325
Western.....	2	2	2	58.50	57.00	.2353	.2412
United States.....	23	178	161	58.85	59.10	.1788	.1785
Fleshers, male:							
North Atlantic.....	12	71	66	57.89	57.61	.1996	.2014
South Atlantic.....	10	62	59	60.00	59.95	.1566	.1548
North Central.....	11	113	95	57.97	56.12	.1938	.2037
South Central.....	4	16	14	56.81	57.21	.1868	.1857
Western.....	1	3	3	57.00	57.00	.2632	.2632
United States.....	38	265	237	58.34	57.56	.1867	.1906
Glazers, male:							
North Atlantic.....	11	377	373	59.28	59.03	.1627	.1612
South Atlantic.....	2	101	101	60.00	60.00	.1833	.1553
North Central.....	5	47	19	56.70	55.63	.1658	.1567
United States.....	18	525	493	59.18	59.10	.1613	.1749

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

LEATHER—Concluded.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Glazers, female:							
North Atlantic.....	1	9	8	59.00	59.00	\$.1205	\$.1207
South Atlantic.....	2	110	165	60.00	60.00	.1011	.1083
North Central.....	3	3	32	59.00	59.69	.0706	.1070
United States.....	6	122	205	59.90	59.91	.1017	.1086
Liners, male:							
North Atlantic.....	11	139	142	58.53	58.19	.1807	.1794
South Atlantic.....	9	54	37	60.00	59.89	.1404	.1289
North Central.....	12	148	154	58.80	58.43	.1746	.1733
South Central.....	4	22	22	58.14	58.14	.1560	.1560
Western.....	2	6	6	59.83	57.83	.2006	.2076
United States.....	38	360	361	58.85	58.46	.1712	.1707
Rollers, male:							
North Atlantic.....	4	15	17	51.93	52.76	.2211	.2131
South Atlantic.....	4	15	14	60.00	60.00	.1403	.1424
North Central.....	4	23	22	59.17	52.27	.1998	.2386
South Central.....	2	6	6	59.67	59.67	.1834	.1726
United States.....	14	59	59	57.59	55.00	.1884	.2017
Setters out, male:							
North Atlantic.....	12	316	277	59.29	59.06	.1652	.1710
South Atlantic.....	3	26	27	60.00	59.96	.1571	.1341
North Central.....	10	154	141	57.97	57.76	.1967	.2035
South Central.....	1	6	6	60.00	60.00	.2375	.2375
Western.....	2	5	5	58.80	57.00	.2332	.2456
United States.....	28	507	456	58.93	58.70	.1759	.1805
Shavers, male:							
North Atlantic.....	10	38	39	59.45	59.18	.2506	.2673
South Atlantic.....	2	17	20	60.00	60.00	.1867	.1846
North Central.....	9	95	100	57.71	58.46	.2355	.2412
South Central.....	1	3	3	60.00	60.00	.2583	.2583
Western.....	2	3	3	58.00	57.00	.2597	.2749
United States.....	24	156	165	58.43	58.82	.2348	.2414
Stakers, male:							
North Atlantic.....	10	184	188	59.40	59.62	.1896	.1948
South Atlantic.....	2	37	31	60.00	60.00	.1864	.1893
North Central.....	4	56	55	55.59	56.60	.1755	.1746
Western.....	1	10	12	60.00	57.00	.2254	.2339
United States.....	17	287	286	58.76	58.58	.1877	.1920
Tanyard hands, male: (a)							
North Atlantic.....	12	144	154	58.90	58.68	.1652	.1652
South Atlantic.....	10	211	214	60.00	59.97	.1201	.1220
North Central.....	10	251	315	58.17	57.83	.1791	.1767
South Central.....	3	38	34	59.37	59.65	.1186	.1153
Western.....	2	11	6	60.00	57.50	.2057	.2258
United States.....	37	655	723	59.02	58.73	.1540	.1556
Unhairers, male:							
North Atlantic.....	10	74	76	56.04	56.95	.1899	.1847
South Atlantic.....	9	132	107	60.00	59.93	.1434	.1378
North Central.....	8	84	69	57.76	58.16	.2000	.2000
South Central.....	1	11	11	60.00	60.00	.1223	.1214
Western.....	2	22	14	59.45	57.00	.2183	.2343
United States.....	30	323	277	58.47	58.53	.1732	.1704

* Handle hides at the vats and in the yards, and are called tanners in the Nineteenth Annual Report of this Bureau.

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

LIQUORS, MALT.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Bottlers, male:							
North Atlantic.....	14	82	92	57.48	57.49	\$0.1979	\$0.2016
South Atlantic.....	3	29	31	60.00	60.00	.1575	.1565
North Central.....	18	2,320	2,300	52.63	51.68	.1776	.1838
South Central.....	2	86	110	55.40	56.73	.2017	.1975
Western.....	3	48	42	48.00	48.00	.2993	.3058
United States.....	40	2,565	2,575	52.87	52.32	.1810	.1887
Cellar men, male:							
North Atlantic.....	25	312	309	57.92	57.79	.2943	.2963
South Atlantic.....	3	18	19	60.00	60.00	.2270	.2401
North Central.....	21	425	499	49.98	49.85	.3111	.3148
South Central.....	4	43	40	55.40	53.25	.2740	.2920
Western.....	4	68	69	48.88	48.00	.4106	.4191
United States.....	57	866	906	53.23	52.78	.3094	.3139
Coopers, male:							
North Atlantic.....	22	66	63	55.08	54.81	.3151	.3205
South Atlantic.....	3	6	7	60.00	60.00	.2380	.2274
North Central.....	10	311	306	48.33	48.33	.3958	.3943
South Central.....	2	18	14	57.33	54.00	.2643	.3091
Western.....	4	27	25	50.67	50.40	.3879	.4078
United States.....	41	428	415	50.06	49.83	.3104	.3119
Drivers, male:							
North Atlantic.....	26	518	535	58.64	59.65	.2833	.2832
South Atlantic.....	3	21	24	64.00	64.50	.2236	.2187
North Central.....	21	519	527	57.46	58.38	.2604	.2594
South Central.....	4	85	89	62.34	61.75	.2469	.2430
Western.....	4	41	42	57.97	57.57	.3891	.3805
United States.....	58	1,184	1,217	58.43	59.28	.2728	.2729
Fermenters, male:							
North Atlantic.....	22	88	88	58.35	58.20	.2976	.3014
South Atlantic.....	3	8	8	60.00	60.00	.2933	.2333
North Central.....	16	135	141	48.82	48.06	.3182	.3233
South Central.....	1	1	1	54.00	54.00	.2709	.2882
Western.....	3	7	8	48.00	48.00	.4226	.4245
United States.....	45	239	246	52.70	52.44	.3126	.3177
Kettle men, male:							
North Atlantic.....	24	83	79	57.48	57.20	.3007	.3025
South Atlantic.....	3	5	5	60.00	60.00	.2808	.2808
North Central.....	21	127	129	50.29	50.22	.3152	.3242
South Central.....	4	11	11	56.73	54.75	.2863	.3248
Western.....	4	26	27	48.00	48.00	.4183	.4198
United States.....	56	252	251	52.90	52.56	.3191	.3298
Malt house men, male:							
North Atlantic.....	5	70	73	61.00	61.30	.2584	.2580
South Atlantic.....	16	244	263	49.70	49.39	.3146	.3229
Western.....	4	34	33	48.00	48.00	.4326	.4217
United States.....	25	348	369	51.81	51.62	.3146	.3189
Washers, male:							
North Atlantic.....	25	245	245	57.39	57.20	.2628	.2669
South Atlantic.....	3	11	11	60.00	60.00	.2197	.2212
North Central.....	21	405	336	49.39	49.47	.2897	.2947
South Central.....	3	24	25	52.00	52.08	.2944	.2971
Western.....	4	49	53	48.00	48.00	.4171	.4194
United States.....	56	734	690	52.21	52.36	.2883	.2933

TABLE L.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

LUMBER.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Band setters, male:							
North Atlantic.....	2	5	5	60.00	60.00	\$0.2860	\$0.2860
South Atlantic.....	2	3	3	64.00	64.00	.2485	.2485
North Central.....	14	47	46	62.68	61.04	.2738	.2718
South Central.....	4	8	6	60.75	62.00	.1974	.1970
Western.....	4	11	12	60.00	60.00	.2460	.2388
United States.....	26	74	72	61.95	61.00	.2612	.2601
Cant setters, gang, male:							
North Atlantic.....	1	2	2	60.00	60.00	.1025	.1925
South Atlantic.....	9	21	22	61.14	61.09	.1862	.1867
North Central.....	2	2	2	60.00	63.00	.2500	.2637
South Central.....	2	3	3	60.00	60.00	.2000	.2000
Western.....	14	28	29	60.86	61.03	.1927	.1938
United States.....	14	28	29	60.86	61.03	.1927	.1938
Carriage men, male:							
North Atlantic.....	3	4	4	58.25	58.25	.1983	.1983
South Atlantic.....	7	17	15	62.35	62.27	.1260	.1301
North Central.....	9	26	26	61.62	61.62	.1969	.1940
South Central.....	7	18	17	61.61	63.53	.1692	.1650
Western.....	4	22	22	60.00	60.00	.2005	.2020
United States.....	30	87	84	61.20	61.54	.1806	.1791
Choppers and sawyers, in woods, male:							
South Atlantic.....	6	92	98	58.57	58.65	.1484	.1485
North Central.....	9	924	1,393	60.20	60.08	.1769	.1694
South Central.....	4	104	96	61.38	61.50	.1429	.1455
Western.....	5	150	134	64.04	64.21	.2840	.2682
United States.....	24	1,270	1,721	60.64	60.40	.1847	.1746
Circular setters, male:							
North Atlantic.....	3	3	3	57.67	57.67	.2403	.2403
South Atlantic.....	6	17	14	63.47	63.57	.1081	.1124
North Central.....	2	3	5	60.00	60.00	.2917	.3050
South Central.....	4	12	11	61.00	61.64	.1758	.1826
Western.....	4	8	7	60.00	60.00	.2476	.2456
United States.....	19	43	40	61.49	61.53	.1756	.1894
Edgermen, male:							
North Atlantic.....	4	4	4	58.25	58.25	.2712	.2749
South Atlantic.....	9	12	11	62.92	63.09	.1745	.1774
North Central.....	15	45	48	61.20	60.38	.2646	.2620
South Central.....	9	25	23	61.16	61.57	.2077	.2122
Western.....	6	11	11	60.00	60.00	.3198	.3046
United States.....	43	97	97	61.14	60.84	.2453	.2459
Fillers, male:							
North Atlantic.....	5	10	11	60.00	60.00	.3592	.3538
South Atlantic.....	7	9	9	62.22	62.22	.3337	.3117
North Central.....	10	26	26	60.00	60.00	.4558	.4402
South Central.....	9	18	16	61.28	62.25	.4295	.4598
Western.....	6	22	20	60.27	60.30	.4182	.4612
United States.....	37	85	82	60.58	60.76	.4162	.4234
Laborers, male:							
North Atlantic.....	4	87	100	59.20	59.30	.1616	.1643
South Atlantic.....	10	481	520	62.34	62.11	.1057	.1082
North Central.....	14	1,209	1,261	60.83	60.39	.1633	.1662
South Central.....	9	1,002	986	60.88	61.93	.1353	.1347
Western.....	5	684	729	60.00	60.00	.1802	.1737
United States.....	42	3,463	3,596	60.85	60.95	.1505	.1507

TABLE II.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

LUMBER—Concluded.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Sawyers, band, male:							
North Atlantic.....	3	6	6	60.00	60.00	\$0.4542	\$0.4583
South Atlantic.....	2	3	3	64.00	64.00	.5576	.5576
North Central.....	15	34	34	61.59	60.53	.5637	.5490
South Central.....	5	10	8	60.00	61.50	.4455	.4324
Western.....	5	17	17	60.00	60.00	.3946	.3892
United States.....	30	70	68	61.03	60.62	.4961	.4877
Sawyers, circular, male:							
North Atlantic.....	2	2	2	56.50	56.50	.4156	.4156
South Atlantic.....	5	6	6	62.83	62.83	.3049	.3091
North Central.....	2	2	3	60.00	60.00	.5875	.6250
South Central.....	5	18	12	60.67	62.00	.3275	.3447
Western.....	4	6	5	60.00	60.00	.4904	.4785
United States.....	18	34	28	60.65	61.21	.3727	.3960
Sawyers, gang, male:							
North Atlantic.....	3	6	6	60.00	60.00	.2225	.2292
South Atlantic.....	2	4	4	63.00	63.00	.1318	.1318
North Central.....	10	16	16	61.50	60.38	.3185	.3092
South Central.....	2	2	3	63.00	66.00	.2982	.2806
Western.....	1	1	1	60.00	60.00	.2750	.2750
United States.....	18	29	30	61.45	61.20	.2700	.2655
Trimmers, male:							
North Atlantic.....	3	7	7	59.00	59.00	.2330	.2459
South Atlantic.....	7	11	11	63.45	63.45	.1174	.1195
North Central.....	13	61	75	61.57	60.48	.2116	.2301
South Central.....	7	15	15	61.93	62.40	.1521	.1508
Western.....	6	20	19	60.00	60.00	.2265	.2256
United States.....	36	114	127	61.37	60.81	.1986	.2114

MARBLE AND STONE WORK.

Bed rubbers, male:							
North Atlantic.....	19	81	75	46.89	46.95	\$0.3693	\$0.3644
South Atlantic.....	5	24	21	54.42	54.48	.2054	.2012
North Central.....	16	98	96	55.13	53.68	.2545	.2641
South Central.....	6	32	33	57.78	58.06	.2056	.2028
Western.....	4	9	12	47.56	49.00	.2086	.3096
United States.....	50	244	237	52.39	51.99	.2830	.2841
Carvers, male:							
North Atlantic.....	17	97	91	44.94	44.85	.6345	.6281
South Atlantic.....	3	11	11	51.64	51.64	.4577	.4577
North Central.....	10	29	27	54.03	53.78	.3967	.3799
South Central.....	6	11	11	51.91	51.91	.4518	.4564
Western.....	3	5	7	49.00	49.43	.4632	.4464
United States.....	39	153	147	47.80	47.74	.5523	.5483
Laborers, male:							
North Atlantic.....	19	213	210	47.99	47.89	.3005	.3031
South Atlantic.....	10	89	108	54.91	55.27	.1614	.1607
North Central.....	19	163	184	57.55	57.85	.1913	.1906
South Central.....	11	120	117	57.23	57.35	.1478	.1511
Western.....	3	19	28	48.00	48.00	.2714	.2701
United States.....	62	604	647	53.43	53.67	.2193	.2184

TABLE II.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

MARBLE AND STONE WORK—Continued.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Letterers, male:							
North Atlantic.....	16	36	38	50.25	50.71	\$0.3691	\$0.3645
South Atlantic.....	3	10	10	54.60	54.60	.2815	.2840
North Central.....	11	27	24	52.93	52.58	.3463	.3670
South Central.....	4	19	27	55.89	55.14	.2882	.2965
Western.....	4	8	9	48.75	46.22	.4767	.5347
United States.....	38	100	102	52.36	52.05	.3474	.3582
Marble cutters, male:							
North Atlantic.....	21	358	235	46.04	46.75	.5358	.5067
South Atlantic.....	12	64	50	53.75	53.42	.3180	.3168
North Central.....	18	105	90	53.24	54.58	.3024	.2949
South Central.....	14	80	64	55.91	56.22	.2959	.2955
Western.....	6	13	13	48.62	48.46	.4412	.4487
United States.....	71	620	452	49.39	50.44	.4408	.4120
Marble polishers, male:							
North Atlantic.....	13	176	168	46.40	46.86	.3480	.3354
South Atlantic.....	7	45	57	55.16	55.23	.1768	.1727
North Central.....	13	177	149	55.21	54.24	.2132	.2100
South Central.....	9	70	65	57.96	58.31	.1686	.1765
Western.....	6	14	16	48.00	47.75	.3214	.3281
United States.....	48	482	455	52.18	51.99	.2557	.2510
Sawyers, male:							
North Atlantic.....	14	41	47	49.27	48.30	.3419	.3429
South Atlantic.....	3	6	6	53.83	53.83	.1950	.1950
North Central.....	24	54	52	58.59	58.44	.2471	.2517
South Central.....	6	25	20	58.08	59.10	.1763	.1848
Western.....	3	7	6	48.00	48.00	.3304	.3438
United States.....	50	133	131	54.85	54.21	.2650	.2758
Stone cutters, granite, male:							
North Atlantic.....	40	489	476	48.48	48.01	.3888	.3881
South Atlantic.....	14	100	119	50.14	49.71	.3608	.3731
North Central.....	13	85	77	52.05	52.40	.3550	.3591
South Central.....	6	53	51	51.28	51.22	.3436	.3495
Western.....	10	251	202	47.12	47.70	.5033	.5597
United States.....	83	978	925	48.76	48.71	.4100	.4191
Stone cutters, soft stone, male:							
North Atlantic.....	17	325	373	45.06	44.95	.5584	.5563
South Atlantic.....	5	50	72	48.00	48.00	.4563	.4531
North Central.....	27	299	270	46.95	47.28	.4861	.4943
South Central.....	8	54	49	47.26	47.35	.4646	.4792
Western.....	7	42	73	44.86	45.04	.5592	.5401
United States.....	64	770	837	46.13	46.11	.5172	.5215
Stone cutters, not specified, male:							
North Atlantic.....	5	57	61	48.35	48.41	.4164	.4154
South Atlantic.....	2	25	22	48.00	48.00	.4250	.4148
North Central.....	6	69	45	48.71	48.73	.4816	.4873
South Central.....	1	4	4	60.00	48.00	.4000	.3625
Western.....	1	40	29	48.00	48.00	.5000	.5625
United States.....	15	195	161	48.60	48.36	.4574	.4606
Stone polishers, male:							
North Atlantic.....	12	31	31	50.68	50.48	.2526	.2496
South Atlantic.....	2	4	4	53.25	53.25	.1928	.1928
North Central.....	9	21	24	56.38	56.33	.2003	.2038
South Central.....	1	3	3	60.00	60.00	.1250	.1250
Western.....	2	4	4	45.00	45.00	.3750	.3750
United States.....	26	63	66	52.83	52.88	.2331	.2315

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

MARBLE AND STONE WORK—Concluded.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Turners, male:							
South Atlantic.....	2	3	4	52.00	52.50	\$0.2611	\$0.2375
North Central.....	6	14	7	54.14	53.43	.2878	.3276
South Central.....	4	8	6	56.25	57.00	.2389	.2389
United States.....	12	25	17	54.56	54.47	.2690	.2751

PAPER AND WOOD PULP.

Back tenders, male:							
North Atlantic.....	11	141	141	64.82	62.70	\$0.1708	\$0.1773
North Central.....	4	24	26	72.00	72.00	.1245	.1357
United States.....	15	165	167	65.86	64.15	.1641	.1708
Beaters, male:							
North Atlantic.....	12	242	275	58.60	56.77	.1863	.1800
North Central.....	6	51	53	70.94	70.98	.1437	.1529
United States.....	18	293	328	60.75	59.06	.1789	.1831
Black ash burners, male:							
North Atlantic.....	2	16	19	51.00	50.53	.2352	.2370
Bleachers, male:							
North Atlantic.....	5	54	63	60.63	60.41	.1789	.1773
North Central.....	3	13	13	66.46	66.46	.1498	.1498
United States.....	8	67	76	61.76	61.45	.1717	.1726
Calendriers, male:							
North Atlantic.....	4	110	114	52.34	52.28	.2070	.2069
North Central.....	3	22	25	62.18	64.80	.1452	.1531
United States.....	7	132	139	53.95	54.53	.1967	.1972
Calendriers, female:							
North Atlantic.....	1	19	25	55.00	55.00	.1251	.1338
Color mixers, male:							
North Atlantic.....	1	9	13	48.00	48.00	.2004	.2551
Cutters, male:							
North Atlantic.....	7	108	95	51.18	49.09	.2078	.2250
North Central.....	3	15	15	52.80	52.80	.1804	.1819
United States.....	10	123	110	51.37	49.60	.2044	.2192
Cutters, female:							
North Atlantic.....	9	106	107	50.37	50.57	.0987	.0988
North Central.....	4	23	23	60.00	60.00	.0770	.0857
United States.....	13	129	130	50.48	50.65	.0949	.0965
Enamellers, male:							
North Atlantic.....	2	55	63	48.44	48.57	.2317	.2307
Finishers, male:							
North Atlantic.....	11	86	87	63.14	63.60	.1783	.1775
North Central.....	5	21	22	60.00	60.00	.1808	.1797
United States.....	16	107	109	62.52	62.87	.1788	.1779
Finishers, female:							
North Atlantic.....	4	42	34	56.19	56.47	.1100	.1345
North Central.....	2	12	13	60.00	60.00	.0938	.1115
United States.....	6	54	47	57.94	57.45	.1064	.1281

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

PAPER AND WOOD PULP—Concluded.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Laborers, male:							
North Atlantic.....	11	584	608	61.11	60.61	\$0.1542	\$0.1546
North Central.....	5	67	81	57.67	61.19	.1623	.1533
United States.....	16	651	689	60.76	60.68	.1559	.1545
Machine tenders, male:							
North Atlantic.....	12	157	168	59.32	56.88	.2544	.2624
North Central.....	5	24	24	72.00	72.00	.2222	.2251
United States.....	17	181	192	61.00	58.77	.2501	.2577
Press tenders, male:							
North Atlantic.....	3	20	18	72.00	72.00	.1596	.1606
Pulp grinders, male:							
North Atlantic.....	4	73	92	72.00	58.96	.1540	.1710
North Central.....	1	10	10	72.00	72.00	.1542	.1667
United States.....	5	83	102	72.00	60.24	.1541	.1706
Rag sorters, male:							
North Atlantic.....	1	34	41	48.00	48.00	.1950	.1938
North Central.....	1	3	3	60.00	60.00	.1583	.1583
United States.....	2	37	44	48.97	48.82	.1920	.1914
Rag sorters, female:							
North Atlantic.....	3	150	153	53.48	52.81	.0923	.0974
North Central.....	4	28	51	58.71	59.29	.0901	.0912
United States.....	7	178	204	54.30	54.43	.0904	.0959
Wood cookers, male:							
North Atlantic.....	3	27	30	55.11	52.80	.2033	.2098
North Central.....	1	5	5	72.00	72.00	.1666	.1666
United States.....	4	32	35	57.75	55.54	.1976	.2037
Wood preparers, male:							
North Atlantic.....	6	75	90	69.28	67.07	.1627	.1635
North Central.....	1	41	41	60.00	60.00	.1543	.1543
United States.....	7	116	131	66.00	64.85	.1597	.1606

PLANING MILL.

Carpenters, male:							
North Atlantic.....	27	493	484	54.72	54.65	\$0.2954	\$0.2977
South Atlantic.....	14	255	280	56.75	55.76	.2451	.2743
North Central.....	41	624	635	56.38	56.39	.2606	.2703
South Central.....	9	97	101	56.00	55.96	.2557	.2587
Western.....	5	78	65	52.15	52.80	.4006	.3765
United States.....	96	1,547	1,575	55.68	55.56	.2759	.2831
Framers, male:							
North Atlantic.....	5	48	49	55.46	55.00	.2083	.2139
South Atlantic.....	6	48	53	59.08	58.23	.2150	.2281
North Central.....	23	180	182	57.91	58.33	.2330	.2286
Western.....	1	3	3	60.00	60.00	.2750	.2750
United States.....	35	279	287	57.71	57.76	.2261	.2282
Glaziers, male:							
North Atlantic.....	7	19	21	55.95	55.76	.2385	.2396
South Atlantic.....	5	9	9	56.33	56.33	.2693	.2724
North Central.....	16	34	27	59.24	58.81	.1962	.2048
South Central.....	4	5	8	55.20	57.00	.1980	.2082
Western.....	2	8	6	60.00	60.00	.2914	.2583
United States.....	34	75	71	57.87	57.49	.2306	.2288

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

PLANING MILL—Concluded.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Laborers, male:							
North Atlantic.....	21	138	156	56.96	57.07	\$0.1707	\$0.1703
South Atlantic.....	13	364	408	57.31	57.47	.1077	.1062
North Central.....	30	481	531	58.99	58.77	.1612	.1566
South Central.....	12	463	457	61.39	62.82	.1411	.1388
Western.....	4	146	120	58.27	57.90	.2113	.2115
United States.....	80	1,592	1,672	59.06	59.34	.1485	.1447
Machine woodworkers, male:							
North Atlantic.....	31	318	331	55.44	55.63	.2690	.2678
South Atlantic.....	16	210	210	58.13	57.35	.2237	.2289
North Central.....	46	667	741	58.01	58.15	.2177	.2158
South Central.....	12	141	145	58.45	58.55	.2139	.2151
Western.....	5	68	50	54.88	53.76	.3506	.3853
United States.....	110	1,404	1,477	57.34	57.36	.2363	.2350
Sawyers, band, male:							
North Atlantic.....	17	24	25	55.58	55.64	.2792	.2776
South Atlantic.....	7	9	10	57.67	56.10	.2590	.2741
North Central.....	19	30	32	58.57	58.81	.2182	.2251
South Central.....	6	10	10	61.10	58.80	.2230	.2284
Western.....	4	5	5	50.40	50.40	.4500	.4438
United States.....	53	78	82	57.35	57.00	.2571	.2608
Sawyers, circular, male:							
North Atlantic.....	21	94	98	55.21	55.24	.2649	.2643
South Atlantic.....	10	20	21	58.70	57.52	.2074	.2046
North Central.....	24	100	151	58.83	58.92	.2139	.2130
South Central.....	5	18	19	57.33	56.21	.2182	.2325
Western.....	5	32	28	55.88	55.71	.3133	.3138
United States.....	65	324	317	57.40	57.25	.2384	.2384
Sawyers, jig, male:							
North Atlantic.....	8	9	9	54.78	54.78	.2688	.2930
South Atlantic.....	4	4	4	56.75	55.25	.2148	.2298
North Central.....	11	13	14	58.77	59.21	.2055	.2100
South Central.....	3	6	6	61.00	58.00	.1881	.1956
Western.....	1	1	1	48.00	48.00	.4375	.4375
United States.....	27	33	34	57.52	57.03	.2332	.2384
Sawyers, not specified, male:							
North Atlantic.....	3	3	4	58.00	58.50	.2783	.2650
South Atlantic.....	6	32	32	55.78	54.19	.2315	.2348
North Central.....	13	24	26	53.96	54.19	.2541	.2658
United States.....	22	59	62	55.15	54.47	.2430	.2498

POTTERY.

Dippers, male:							
North Atlantic.....	4	4	4	45.75	45.75	\$0.5297	\$0.5438
Jigger men, male:							
North Atlantic.....	4	15	12	52.40	53.00	.3996	.4194
Kiln firemen, male:							
North Atlantic.....	4	15	15	59.87	59.87	.1870	.1903
Kiln men, male:							
North Atlantic.....	5	36	35	48.17	48.06	.3299	.3339
Mold makers, male:							
North Atlantic.....	5	8	13	54.63	56.31	.3456	.3122
Pressers, male:							
North Atlantic.....	5	142	131	54.04	53.83	.3784	.4252
Sagger makers, male:							
North Atlantic.....	4	6	6	49.67	49.67	.3805	.3834
Setters out, male:							
North Atlantic.....	4	7	7	46.86	46.86	.4210	.4242

TABLE II.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

PRINTING AND PUBLISHING, BOOK AND JOB.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Bookbinders, male:							
North Atlantic.....	16	129	128	54.30	54.11	\$0.3277	\$0.3483
South Atlantic.....	7	32	35	54.81	54.80	.2409	.2831
North Central.....	23	361	382	54.04	53.90	.3027	.3048
South Central.....	7	30	34	53.80	53.79	.2985	.3059
Western.....	2	33	28	55.09	54.00	.3458	.3680
United States.....	55	585	607	54.19	54.00	.3071	.3157
Compositors, male:							
North Atlantic.....	40	665	680	52.84	52.16	.3338	.3497
South Atlantic.....	16	149	143	54.81	54.62	.2858	.2886
North Central.....	28	537	511	54.02	53.90	.3243	.3302
South Central.....	7	98	85	53.88	53.72	.3213	.3169
Western.....	5	47	56	53.89	51.00	.3565	.3861
United States.....	96	1,496	1,475	53.56	53.05	.3255	.3365
Compositors, female:							
North Atlantic.....	4	24	24	53.96	50.75	.2735	.2886
North Central.....	2	8	9	54.00	54.00	.2778	.2901
United States.....	6	32	33	53.97	51.64	.2746	.2890
Electrotypers, male:							
North Atlantic.....	8	63	69	54.00	54.00	.3752	.3733
North Central.....	6	62	60	54.00	52.87	.3333	.3547
Western.....	1	2	2	54.00	53.50	.4306	.4346
United States.....	15	127	131	54.00	53.47	.3556	.3657
Linotype operators, male:							
North Atlantic.....	10	64	74	52.50	52.38	.4000	.4103
South Atlantic.....	5	15	17	53.27	53.35	.3629	.3806
North Central.....	12	85	86	48.25	48.10	.5014	.5111
South Central.....	2	3	6	50.00	52.00	.4358	.4054
Western.....	4	15	20	47.47	46.65	.5199	.5455
United States.....	33	182	203	50.12	50.07	.4548	.4637
Press feeders, male:							
North Atlantic.....	21	318	302	53.66	53.37	.2020	.2061
South Atlantic.....	11	54	57	54.61	54.58	.1307	.1364
North Central.....	23	313	332	54.03	54.06	.1946	.1952
South Central.....	6	36	40	54.00	53.55	.1674	.1740
Western.....	4	18	22	53.72	50.45	.1829	.2082
United States.....	65	739	753	53.93	53.69	.1915	.1944
Press feeders, female:							
North Atlantic.....	8	80	86	53.94	53.92	.1169	.1188
South Atlantic.....	4	7	15	54.00	54.00	.0899	.1012
North Central.....	6	52	65	53.77	53.82	.1250	.1504
South Central.....	1	2	2	54.00	54.00	.1111	.1111
United States.....	19	141	168	53.88	53.89	.1185	.1294
Pressmen, male: (a)							
North Atlantic.....	34	287	306	53.85	53.70	.3364	.3424
South Atlantic.....	14	52	54	54.79	54.57	.2719	.2730
North Central.....	27	247	268	54.02	53.90	.3430	.3470
South Central.....	7	27	29	53.89	53.62	.2891	.2923
Western.....	5	38	26	53.89	51.23	.3160	.3555
United States.....	87	651	683	53.99	53.75	.3306	.3371
Proof readers, male:							
North Atlantic.....	16	54	71	52.39	52.38	.3015	.3760
South Atlantic.....	3	7	7	55.43	55.43	.3184	.3237
North Central.....	10	18	14	53.89	53.86	.3718	.3808
South Central.....	2	2	2	54.00	54.00	.3611	.3935
Western.....	2	2	2	54.00	51.00	.4553	.5098
United States.....	33	83	96	53.05	52.82	.3818	.3761

(a) Generally including pressmen and helpers.

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

PRINTING AND PUBLISHING, BOOK AND JOB—Concluded.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Proof readers, female:							
North Atlantic.....	5	10	9	51.00	51.22	\$0.3509	\$0.3461
South Atlantic.....	1	1	1	54.08	54.08	.2778	.2778
North Central.....	4	7	9	54.00	52.67	.3254	.3480
South Central.....	3	6	6	54.00	54.00	.2088	.2088
Western.....	2	3	4	50.00	49.50	.3426	.3444
United States.....	15	27	29	52.44	52.10	.3086	.3153
Sewers, book, female:							
North Atlantic.....	12	66	72	54.55	54.50	.1370	.1494
South Atlantic.....	5	18	22	54.39	54.68	.0976	.1017
North Central.....	14	89	95	54.87	53.78	.1279	.1304
South Central.....	5	34	34	54.06	54.06	.1126	.1139
Western.....	2	10	9	52.80	51.00	.1687	.1765
United States.....	38	217	232	54.50	54.01	.1276	.1307
Stereotypers, male:							
North Atlantic.....	3	12	14	54.00	54.00	.4589	.4405
South Atlantic.....	1	1	1	54.00	54.00	.2222	.2222
North Central.....	3	7	7	53.29	53.29	.3155	.3207
Western.....	1	8	8	54.00	53.50	.4109	.4147
United States.....	8	28	30	53.82	53.70	.4013	.3984
Stitchers, book, female:							
North Atlantic.....	10	49	41	53.84	53.93	.1199	.1187
South Atlantic.....	1	9	11	54.06	54.00	.0625	.6530
North Central.....	6	42	43	53.90	53.94	.0982	.0988
South Central.....	2	6	6	54.00	54.00	.1050	.1127
Western.....	2	4	4	52.50	51.00	.1229	.1569
United States.....	21	110	105	53.84	53.83	.1064	.1049

PRINTING AND PUBLISHING, NEWSPAPER.

Compositors, male:							
North Atlantic.....	41	672	739	45.94	45.24	\$0.4837	\$0.5088
South Atlantic.....	24	203	217	49.03	47.93	.4154	.4268
North Central.....	44	586	565	48.87	48.07	.4867	.4611
South Central.....	15	124	139	49.42	49.55	.4839	.4924
Western.....	11	122	135	48.23	48.57	.5629	.5613
United States.....	135	1,707	1,795	47.66	47.23	.4824	.4916
Compositors, female:							
North Atlantic.....	5	16	11	48.06	48.64	.4129	.3777
North Central.....	2	2	3	48.00	48.00	.3125	.3659
United States.....	7	18	14	48.06	48.50	.4018	.3801
Linotype operators, male:							
North Atlantic.....	43	671	682	47.44	47.11	.5322	.5508
South Atlantic.....	23	222	224	44.92	44.50	.5282	.5511
North Central.....	43	544	564	48.03	48.26	.5671	.5682
South Central.....	14	136	136	46.46	46.26	.6282	.6367
Western.....	12	137	146	45.86	46.01	.6460	.6852
United States.....	135	1,710	1,752	47.10	46.99	.5405	.5502
Linotype operators, female:							
North Atlantic.....	8	23	23	49.26	48.87	.2796	.2908
North Central.....	3	8	2	48.75	48.00	.3601	.4490
United States.....	11	31	25	49.13	48.80	.3004	.3035

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

PRINTING AND PUBLISHING, NEWSPAPER—Concluded.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Pressmen, male: (a)							
North Atlantic.....	43	325	353	47.20	46.80	\$0.4391	\$0.4470
South Atlantic.....	22	65	73	48.94	48.41	.3429	.3384
North Central.....	44	220	235	50.40	50.03	.3074	.3745
South Central.....	15	35	34	54.43	54.71	.3590	.3786
Western.....	11	55	55	52.09	52.15	.4070	.4088
United States.....	135	700	750	49.11	48.72	.4011	.4078
Stereotypers, male:							
North Atlantic.....	33	210	211	47.15	45.00	.5147	.5338
South Atlantic.....	15	41	45	45.00	45.80	.4341	.4376
North Central.....	39	154	167	49.91	49.87	.4068	.4181
South Central.....	12	24	26	49.17	48.85	.3838	.4123
Western.....	10	35	38	48.83	48.63	.4737	.4856
United States.....	109	464	487	48.11	47.49	.4619	.4750

SHIPBUILDING.

Blacksmiths, male:							
North Atlantic.....	8	79	65	57.25	56.66	\$0.2758	\$0.2769
South Atlantic.....	4	111	83	59.48	59.12	.2719	.2735
North Central.....	2	15	16	59.80	59.69	.2837	.2706
Western.....	3	63	61	58.05	54.00	.3240	.3562
United States.....	17	268	225	58.50	57.06	.2864	.2967
Boiler makers, male:							
North Atlantic.....	3	171	165	58.16	57.43	.2510	.2522
South Atlantic.....	4	155	196	59.38	59.38	.2451	.2539
North Central.....	2	61	48	59.67	59.48	.2959	.2977
Western.....	3	66	52	58.24	54.58	.3235	.3491
United States.....	12	453	461	58.79	58.15	.2656	.2686
Calkers, iron, male:							
North Atlantic.....	2	74	59	59.50	59.49	.3776	.3835
South Atlantic.....	1	18	17	56.11	56.12	.2444	.2456
North Central.....	2	32	31	58.50	58.84	.2758	.2710
Western.....	2	108	137	58.49	54.09	.3091	.3165
United States.....	7	232	244	58.66	56.09	.3213	.3220
Calkers, wood, male:							
North Atlantic.....	10	300	247	51.28	50.31	.3629	.3742
South Atlantic.....	1	5	5	00.00	00.00	.2800	.2700
North Central.....	2	111	96	59.40	59.09	.3010	.3005
Western.....	2	7	28	54.00	54.00	.5103	.5481
United States.....	15	423	376	53.56	53.11	.3481	.3609
Carpenters, male:							
North Atlantic.....	13	775	767	53.04	52.48	.3277	.3336
South Atlantic.....	5	281	347	58.42	58.76	.2545	.2576
North Central.....	2	48	22	56.13	56.73	.2982	.2985
Western.....	4	175	125	57.30	55.01	.3752	.3972
United States.....	24	1,279	1,261	54.92	54.54	.3170	.3184
Drillers, male:							
North Atlantic.....	2	144	184	59.79	59.87	.2288	.2476
South Atlantic.....	3	43	51	57.09	56.90	.1846	.1809
North Central.....	2	64	57	58.69	59.47	.1644	.1566
Western.....	2	156	53	57.94	54.00	.2486	.2779
United States.....	9	407	345	58.62	58.46	.2216	.2274

(a) Generally including pressmen and helpers.

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

SHIPBUILDING—Continued.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Fitters, male:							
North Atlantic.....	4	215	160	58.60	58.94	\$0.2492	\$0.2494
South Atlantic.....	3	204	302	59.30	59.38	.2460	.2432
North Central.....	2	67	55	58.21	58.47	.2845	.2775
Western.....	2	219	106	58.45	54.00	.3099	.3563
United States.....	11	705	623	58.72	58.27	.2705	.2671
Joiners, male:							
North Atlantic.....	8	416	352	56.54	55.38	.2974	.3099
South Atlantic.....	3	128	210	58.13	58.88	.2608	.2610
North Central.....	1	33	38	60.00	60.00	.3040	.3090
Western.....	4	111	109	57.79	54.44	.3396	.3608
United States.....	16	688	709	57.20	56.52	.2977	.3032
Laborers, male:							
North Atlantic.....	6	309	404	56.37	56.28	.1623	.1626
South Atlantic.....	5	828	1,021	58.46	58.78	.1260	.1255
North Central.....	2	439	566	59.00	58.63	.1534	.1521
Western.....	4	188	153	58.49	55.06	.2030	.2224
United States.....	17	1,764	2,144	58.23	58.01	.1474	.1464
Machinists, male:							
North Atlantic.....	6	624	522	57.83	57.55	.2606	.2567
South Atlantic.....	4	413	677	58.75	58.35	.2693	.2650
North Central.....	2	133	168	59.60	59.65	.2733	.2722
Western.....	3	405	438	58.30	54.07	.3187	.3513
United States.....	15	1,575	1,805	58.34	57.20	.2789	.2842
Molders, iron, male:							
North Atlantic.....	2	168	130	59.55	59.42	.2022	.2213
South Atlantic.....	3	131	116	57.99	57.92	.2671	.2705
North Central.....	2	80	74	59.85	59.57	.2949	.2870
Western.....	2	90	75	58.00	54.00	.3356	.3696
United States.....	9	469	395	58.87	57.98	.2617	.2762
Painters, male:							
North Atlantic.....	9	297	353	55.18	53.73	.2943	.3103
South Atlantic.....	3	108	118	57.74	58.28	.2240	.2280
North Central.....	1	42	25	60.00	60.00	.1698	.1767
Western.....	1	41	32	60.00	60.00	.3000	.3000
United States.....	14	488	528	56.56	55.42	.2685	.2849
Pattern makers, male:							
North Atlantic.....	6	55	50	58.69	58.48	.3049	.3150
South Atlantic.....	3	45	59	58.51	58.58	.2965	.2946
North Central.....	2	15	18	59.53	59.50	.3017	.28.9
Western.....	2	19	26	56.37	54.00	.3792	.4154
United States.....	13	134	153	58.40	57.88	.3122	.3221
Riggers, male:							
North Atlantic.....	6	213	147	58.82	58.82	.2133	.2182
South Atlantic.....	3	34	27	57.82	57.78	.2248	.2237
North Central.....	1	2	2	60.00	60.00	.2075	.2000
Western.....	4	78	90	56.90	54.13	.3697	.3409
United States.....	14	327	266	58.26	57.14	.2517	.2601
Riveters, male:							
North Atlantic.....	3	107	108	58.70	58.44	.3085	.3161
South Atlantic.....	3	241	358	59.22	59.18	.2301	.2204
North Central.....	1	18	24	54.00	54.00	.2750	.2750
Western.....	2	221	234	58.52	54.00	.2971	.3201
United States.....	9	587	724	58.69	57.24	.2710	.2687

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

SHIPBUILDING—Concluded.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Sawyers, circular, male:							
North Atlantic.....	6	11	9	52.18	52.22	\$0.3000	\$0.2962
South Atlantic.....	1	1	1	54.00	54.00	.2037	.2037
North Central.....	1	1	1	54.00	54.00	.2750	.2750
Western.....	2	2	2	56.50	54.00	.4010	.4010
United States.....	10	15	13	53.00	52.77	.3054	.3036
Spar makers, male:							
North Atlantic.....	2	18	15	54.00	54.00	.3117	.3167
Western.....	1	3	3	54.00	54.00	.5556	.5556
United States.....	3	21	18	54.00	54.00	.3466	.3565

SILK GOODS.

Beamers, male:							
North Atlantic.....	3	7	6	56.86	56.67	\$0.1793	\$0.1850
Doublers, female:							
North Atlantic.....	6	75	73	57.21	56.89	.0967	.1020
Dyers, male:							
North Atlantic.....	4	852	1,125	55.06	55.05	.1988	.1994
Loom fixers, male:							
North Atlantic.....	6	41	38	56.49	56.26	.2811	.2829
Pickers, male: (a)							
North Atlantic.....	2	33	17	55.61	56.18	.2298	.2259
Pickers, female: (a)							
North Atlantic.....	5	101	86	55.62	55.91	.1080	.1069
Quillers, female:							
North Atlantic.....	8	139	114	56.69	56.78	.1143	.1141
Spinners, male:							
North Atlantic.....	4	150	146	58.67	57.42	.0734	.0763
Twisters-in, male:							
North Atlantic.....	4	47	41	55.00	55.00	.2241	.2174
Warpers, male:							
North Atlantic.....	3	41	27	55.00	55.00	.2751	.3043
Warpers, female:							
North Atlantic.....	6	186	180	58.17	57.81	.1569	.1682
Weavers, male:							
North Atlantic.....	6	228	174	56.62	56.52	.1604	.1724
Weavers, female:							
North Atlantic.....	7	837	784	57.98	57.82	.1512	.1417
Weavers, ribbon, male:							
North Atlantic.....	2	97	109	55.00	52.98	.2061	.2063
Weavers, ribbon, female:							
North Atlantic.....	2	147	136	55.00	50.71	.2090	.1940
Winders, female:							
North Atlantic.....	9	290	282	57.67	57.46	.1117	.1116

SLAUGHTERING AND MEAT PACKING.

Back skinners, cattle, male:							
North Central.....	8	25	27	60.00	60.00	\$0.4152	\$0.4270
Dry salters, male:							
North Central.....	12	307	270	60.00	60.00	.1880	.1887
South Central.....	1	25	32	50.00	50.00	.1680	.1883
United States.....	13	332	302	59.25	58.94	.1865	.1887
Gutters, cattle, male:							
North Atlantic.....	1	1	1	60.00	60.00	.2833	.2833
North Central.....	8	26	25	60.00	60.00	.2542	.2591
United States.....	9	27	26	60.00	60.00	.2552	.2601

* Does not include warp pickers.

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

LIQUORS, MALT.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Bottlers, male:							
North Atlantic.....	14	82	92	57.48	57.49	\$0.1979	\$0.2016
South Atlantic.....	3	29	31	60.00	60.00	.1575	.1565
North Central.....	18	2,320	2,300	52.63	51.88	.1776	.1838
South Central.....	2	86	110	55.40	56.73	.2017	.1975
Western.....	3	48	42	48.00	48.00	.2893	.3058
United States.....	40	2,565	2,575	52.87	52.32	.1810	.1867
Cellar men, male:							
North Atlantic.....	25	312	309	57.92	57.79	.2943	.2963
South Atlantic.....	3	18	19	60.00	60.00	.2370	.2401
North Central.....	21	425	469	49.98	49.87	.3111	.3148
South Central.....	4	43	40	53.40	53.25	.2740	.2920
Western.....	4	68	69	48.88	48.00	.4105	.4191
United States.....	57	806	906	53.23	52.78	.3094	.3139
Coopers, male:							
North Atlantic.....	22	66	63	55.06	54.81	.3151	.3205
South Atlantic.....	3	6	7	60.00	60.00	.2389	.2274
North Central.....	10	311	306	48.33	48.33	.3068	.3043
South Central.....	2	18	14	57.33	54.00	.2643	.3091
Western.....	4	27	25	50.67	50.40	.3879	.4078
United States.....	41	428	415	50.06	49.83	.3104	.3119
Drivers, male:							
North Atlantic.....	26	518	535	58.64	59.65	.2833	.2832
South Atlantic.....	3	21	24	64.00	64.50	.2238	.2187
North Central.....	21	519	527	57.46	58.38	.2604	.2594
South Central.....	4	85	89	62.34	61.75	.2409	.2430
Western.....	4	41	42	57.07	57.57	.3891	.3805
United States.....	58	1,184	1,217	58.43	59.28	.2728	.2720
Fermenters, male:							
North Atlantic.....	22	88	88	58.35	58.20	.2976	.3014
South Atlantic.....	3	8	8	60.00	60.00	.2333	.2333
North Central.....	16	135	141	48.82	48.66	.3182	.3233
South Central.....	1	1	1	54.00	54.00	.2769	.2982
Western.....	3	7	8	48.00	48.00	.4226	.4245
United States.....	45	239	246	52.70	52.44	.3126	.3177
Kettle men, male:							
North Atlantic.....	24	83	79	57.48	57.20	.3007	.3025
South Atlantic.....	3	5	5	60.00	60.00	.2808	.2808
North Central.....	21	127	129	50.29	50.22	.3152	.3242
South Central.....	4	11	11	56.73	54.55	.2853	.3248
Western.....	4	26	27	48.00	48.00	.4183	.4198
United States.....	56	252	251	52.90	52.56	.3191	.3268
Malt house men, male:							
North Atlantic.....	5	70	73	61.00	61.30	.2584	.2580
South Atlantic.....	16	244	263	49.70	49.39	.3146	.3229
Western.....	4	34	33	48.00	48.00	.4326	.4217
United States.....	25	348	369	51.81	51.62	.3148	.3189
Washers, male:							
North Atlantic.....	25	245	245	57.39	57.20	.2628	.2669
South Atlantic.....	3	11	11	60.00	60.00	.2197	.2212
North Central.....	21	405	356	49.39	49.47	.2897	.2947
South Central.....	3	24	25	52.00	52.08	.2944	.2971
Western.....	4	49	53	48.00	48.00	.4171	.4194
United States.....	56	734	690	52.21	52.36	.2883	.2933

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.

STREETS AND SEWERS, CONTRACT WORK.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Laborers, male:							
North Atlantic.....	15	2,337	2,439	57.78	58.28	\$0.1823	\$0.1630
South Atlantic.....	9	715	624	53.77	53.71	.1601	.1619
North Central.....	29	3,367	3,359	58.23	58.13	.1984	.1946
South Central.....	8	1,396	1,389	58.74	57.94	.1470	.1635
Western.....	9	439	464	51.35	51.97	.2684	.2631
United States.....	70	8,254	8,275	57.44	57.46	.1799	.1814

STREETS AND SEWERS, MUNICIPAL WORK.

Laborers, male:							
North Atlantic.....	17	6,258	6,313	50.44	50.42	\$0.2291	\$0.2312
South Atlantic.....	9	1,800	1,750	52.45	50.29	.1682	.1808
North Central.....	18	4,066	4,845	49.35	49.35	.1997	.2025
South Central.....	6	772	818	51.93	51.67	.1639	.1711
Western.....	8	500	620	48.00	48.00	.2769	.2727
United States.....	58	13,396	14,346	50.38	50.01	.2100	.2137

TOBACCO, CIGARS.

Bunch makers, hand, male:							
North Atlantic.....	1	19	18	60.00	56.50	\$0.1930	\$0.1791
North Central.....	3	18	19	49.56	49.16	.2116	.2396
United States.....	4	37	37	54.92	52.73	.2020	.2101
Bunch makers, hand, female:							
North Atlantic.....	5	87	106	50.59	50.75	.1363	.1396
South Atlantic.....	2	100	86	60.00	59.31	.0837	.0976
North Central.....	4	130	108	50.75	49.91	.1502	.1607
South Central.....	1	9	12	46.00	46.00	.1186	.1469
United States.....	12	326	312	53.41	52.63	.1252	.1356
Bunch makers, machine, female:							
North Atlantic.....	5	298	329	56.69	56.97	.1230	.1213
North Central.....	3	195	193	53.12	52.47	.1203	.1306
United States.....	8	493	522	55.28	55.30	.1220	.1248
Cigar makers, male:							
North Atlantic.....	6	303	312	48.58	48.71	.3662	.3644
South Atlantic.....	5	1,070	1,325	60.00	60.00	.2747	.2901
North Central.....	11	216	193	47.11	46.91	.3072	.3165
United States.....	22	1,589	1,830	56.07	56.69	.2966	.3056
Cigar rollers, hand, male:							
North Atlantic.....	1	88	103	48.00	48.00	.2833	.2634
South Atlantic.....	1	33	23	60.00	56.52	.2006	.2035
North Central.....	3	92	95	49.98	49.94	.2139	.2302
United States.....	5	213	221	50.71	49.72	.2405	.2429
Cigar rollers, hand, female:							
North Atlantic.....	7	259	280	54.75	54.08	.1417	.1220
South Atlantic.....	2	115	160	60.00	58.56	.1043	.1122
North Central.....	6	175	177	52.10	52.03	.1529	.1580
South Central.....	1	14	20	46.00	46.00	.1183	.1235
United States.....	16	563	637	54.78	54.38	.1370	.1296

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Continued.**TOBACCO, CIGARS—Concluded.**

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Cigar rollers, machine, female:							
North Atlantic.....	5	371	347	55.42	55.21	\$0.1356	\$0.1343
North Central.....	2	388	310	53.36	52.63	.1020	.1145
United States.....	7	759	657	54.37	53.99	.1184	.1250
Packers, male:							
North Atlantic.....	6	36	28	50.69	49.39	.4324	.4934
South Atlantic.....	5	82	81	60.00	60.00	.5806	.6034
North Central.....	11	45	48	49.24	49.29	.3510	.3332
United States.....	22	163	157	54.98	54.83	.4845	.5012
Packers, female:							
North Atlantic.....	7	56	74	53.29	53.16	.1244	.1336
South Atlantic.....	1	25	21	60.00	60.00	.0717	.0904
North Central.....	3	50	42	52.06	51.83	.1259	.1351
South Central.....	2	47	42	59.70	59.67	.1120	.1151
United States.....	13	178	179	55.58	55.18	.1141	.1245
Stemmers, male:							
North Atlantic.....	1	7	6	50.00	50.00	.0914	.0570
South Atlantic.....	2	32	19	60.00	58.89	.0731	.0696
North Central.....	1	1	1	48.00	48.00	.1250	.1250
South Central.....	1	1	1	46.00	46.00	.1348	.1083
United States.....	5	41	27	57.66	56.04	.0790	.0703
Stemmers, female:							
North Atlantic.....	12	353	385	52.83	53.01	.1045	.1144
South Atlantic.....	7	128	140	60.00	59.80	.1184	.1140
North Central.....	13	258	263	51.09	51.41	.0967	.0970
South Central.....	1	6	8	46.00	46.00	.0907	.0733
United States.....	33	745	796	53.40	53.61	.1041	.1082

WOOLEN AND WORSTED GOODS.

Burlers, female:							
North Atlantic.....	10	312	332	58.42	57.49	\$0.1003	\$0.0992
North Central.....	1	7	7	60.00	60.00	.0471	.0471
Western.....	2	13	11	60.31	60.27	.0950	.1078
United States.....	13	332	350	58.52	57.63	.0900	.0984
Carders, male:							
North Atlantic.....	11	222	204	58.96	58.41	.1117	.1175
North Central.....	1	2	2	60.00	60.00	.1250	.1313
Western.....	2	12	12	60.17	60.08	.1293	.1336
United States.....	14	236	218	59.03	58.52	.1127	.1185
Carders, female:							
North Atlantic.....	3	27	20	60.00	59.25	.0738	.0826
North Central.....	1	4	2	60.00	60.00	.0500	.0600
United States.....	4	31	22	60.00	59.32	.0708	.0805
Card strippers, male:							
North Atlantic.....	8	51	52	59.18	58.25	.1215	.1245
Combers, male:							
North Atlantic.....	2	22	33	58.00	58.33	.1334	.1219
Combers, female:							
North Atlantic.....	5	92	100	57.63	57.40	.0999	.0957

TABLE I.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, BY OCCUPATIONS AND GEOGRAPHICAL DIVISIONS—Concluded.

WOOLEN AND WORSTED GOODS—Concluded.

Occupation and geographical division.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Dyers, male:							
North Atlantic.....	12	331	341	59.47	59.09	\$0.1316	\$0.1320
North Central.....	1	7	3	60.00	60.00	.1286	.1625
Western.....	2	6	4	60.30	60.25	.1580	.1894
United States.....	15	344	348	59.50	59.11	.1320	.1329
Loom fixers, male:							
North Atlantic.....	13	172	169	58.52	58.02	.2461	.2391
North Central.....	1	1	1	60.00	60.00	.2500	.2500
Western.....	2	2	2	60.50	60.50	.2361	.2366
United States.....	16	175	172	58.55	58.06	.2460	.2392
Spinners, frame, female:							
North Atlantic.....	4	363	298	58.31	58.34	.1146	.1118
Spinners, mule, male:							
North Atlantic.....	11	248	239	59.26	58.17	.1798	.1823
North Central.....	1	1	1	60.00	60.00	.2500	.2500
Western.....	2	16	22	60.18	60.14	.1137	.1207
United States.....	14	264	262	59.31	58.34	.1758	.1774
Spinners, mule, female:							
North Atlantic.....	2	24	21	60.00	58.33	.0699	.0861
North Central.....	1	5	6	60.00	60.00	.0500	.0650
Western.....	1	4	4	60.75	60.50	.1086	.1091
United States.....	4	33	31	60.09	58.94	.0716	.0850
Weavers, male:							
North Atlantic.....	14	1,204	1,135	58.65	58.45	.1812	.1693
North Central.....	1	1	1	60.00	60.00	.1419	.1331
Western.....	2	8	10	60.38	60.20	.1108	.1292
United States.....	17	1,213	1,146	58.66	58.47	.1807	.1689
Weavers, female:							
North Atlantic.....	14	1,610	1,584	58.18	57.51	.1569	.1533
North Central.....	1	15	15	60.00	60.00	.1224	.1147
Western.....	2	22	22	60.23	60.14	.1120	.1377
United States.....	17	1,647	1,621	58.22	57.57	.1560	.1527

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

AGRICULTURAL IMPLEMENTS.

BLACKSMITHS, Male.

[Data from 15 establishments.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	90.5	100.8	98.4
1891.....	91.3	100.8	101.3
1892.....	104.0	100.8	105.6
1893.....	104.8	100.8	115.4
1894.....	98.4	96.4	100.0
1895.....	96.0	100.8	90.9
1896.....	100.8	100.8	95.4
1897.....	97.6	97.5	95.8
1898.....	110.3	100.8	101.7
1899.....	107.1	100.4	95.2
1900.....	113.5	100.5	96.5
1901.....	114.3	100.4	95.3
1902.....	106.3	100.4	100.2
1903.....	112.7	99.2	104.7
1904.....	119.5	100.0	100.2

FITTERS, Male.

[Data from 1 establishment 1890-1903; 10 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	111.1	100.0	92.7
1891.....	88.9	100.0	90.3
1892.....	88.9	100.0	98.6
1893.....	100.0	100.0	100.0
1894.....	100.0	100.0	100.7
1895.....	88.9	100.0	102.7
1896.....	77.8	100.0	121.5
1897.....	100.0	100.0	93.4
1898.....	122.2	100.0	96.4
1899.....	111.1	100.0	103.8
1900.....	111.1	100.0	102.1
1901.....	122.2	100.0	129.6
1902.....	111.1	100.0	135.3
1903.....	100.0	100.0	134.8
1904.....	80.0	96.3	144.7

GRINDERS, Male.

[Data from 1 establishment 1890-1903; 8 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	47.1	100.0	84.8
1891.....	70.6	100.0	99.4
1892.....	82.4	100.0	84.9
1893.....	105.9	100.0	79.4
1894.....	94.1	100.0	100.8
1895.....	105.9	100.0	99.2
1896.....	94.1	100.0	107.9
1897.....	94.1	100.0	120.8
1898.....	164.7	100.0	113.0
1899.....	158.8	100.0	109.6
1900.....	176.5	100.0	114.5
1901.....	147.1	100.0	105.6
1902.....	70.6	100.0	108.4
1903.....	70.6	100.0	123.0
1904.....	69.9	97.8	136.9

MACHINE WOODWORKERS, Male.

[Data from 11 establishments 1890-1903; 16 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	93.0	100.3	101.5
1891.....	89.8	100.2	102.8
1892.....	95.3	100.2	101.8
1893.....	110.9	100.2	104.9
1894.....	86.7	100.1	99.2
1895.....	98.4	100.2	96.2
1896.....	90.6	100.2	96.4
1897.....	91.4	98.3	99.1
1898.....	112.5	100.3	99.7
1899.....	128.9	100.1	98.3
1900.....	128.1	100.1	104.0
1901.....	126.6	100.1	103.8
1902.....	130.5	100.2	110.8
1903.....	151.6	99.7	108.9
1904.....	112.7	98.4	114.2

MACHINISTS, Male.

[Data from 15 establishments 1890-1903; 14 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	97.9	100.5	100.3
1891.....	98.8	100.4	102.1
1892.....	98.5	100.4	104.0
1893.....	107.1	100.4	106.6
1894.....	93.8	97.8	94.5
1895.....	94.1	100.5	93.7
1896.....	100.0	100.4	96.4
1897.....	91.7	99.1	96.6
1898.....	105.6	100.4	101.3
1899.....	113.0	100.1	104.6
1900.....	123.9	100.1	106.2
1901.....	128.6	100.1	104.8
1902.....	124.5	100.0	107.7
1903.....	146.6	97.8	111.9
1904.....	122.3	93.9	120.4

MOLDERS, IRON, Male.

[Data from 9 establishments 1890-1903; 12 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	86.4	100.9	102.3
1891.....	88.9	100.9	103.6
1892.....	104.0	101.0	106.3
1893.....	109.1	100.9	107.9
1894.....	87.4	99.1	96.0
1895.....	95.5	100.7	93.3
1896.....	90.9	98.3	98.1
1897.....	91.9	97.0	94.0
1898.....	117.2	100.4	96.7
1899.....	127.8	100.7	101.6
1900.....	132.8	100.9	109.2
1901.....	126.8	100.8	108.6
1902.....	121.7	100.8	119.8
1903.....	141.4	100.1	120.4
1904.....	129.2	98.2	121.2

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

AGRICULTURAL IMPLEMENTS—Concluded.

PAINTERS, Male.				PATTERN MAKERS, Male.			
[Data for employees from 12 establishments 1890-1903. Data for hours and wages from 12 establishments 1890-1894; 13, 1895-1903. Data from 15 establishments 1904.]				[Data from 13 establishments 1890-1903; 12 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	87.4	99.9	97.6	1890.....	76.2	100.1	99.4
1891.....	91.6	99.9	108.8	1891.....	85.7	100.1	98.4
1892.....	89.9	100.1	106.5	1892.....	97.6	100.0	104.7
1893.....	93.3	100.1	104.6	1893.....	109.5	100.0	101.4
1894.....	113.4	100.2	91.8	1894.....	92.9	100.1	95.5
1895.....	100.8	100.0	97.1	1895.....	104.8	100.0	98.1
1896.....	101.7	99.8	99.4	1896.....	100.0	99.9	101.1
1897.....	98.3	99.8	97.8	1897.....	97.6	100.0	97.4
1898.....	117.6	100.1	95.3	1898.....	116.7	99.8	103.2
1899.....	103.4	100.1	99.9	1899.....	114.3	99.9	101.0
1900.....	97.5	100.0	109.6	1900.....	161.9	99.9	104.0
1901.....	126.9	100.1	107.4	1901.....	154.8	99.9	105.6
1902.....	128.1	100.2	110.2	1902.....	135.7	100.0	109.7
1903.....	121.0	100.0	120.8	1903.....	154.8	98.6	112.8
1904.....	105.6	95.9	118.5	1904.....	128.7	98.2	118.0

BAKERY, BREAD.

BAKERS, FIRST HANDS, Male.				BAKERS, SECOND HANDS, Male.			
[Data from 103 establishments 1890-1903; 114 establishments 1904.]				[Data from 103 establishments 1890-1903; 114 establishments 1904.]			
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	95.1	100.7	99.4	1890.....	92.4	100.0	99.0
1891.....	94.5	100.8	99.6	1891.....	93.3	100.1	99.6
1892.....	96.7	100.8	99.8	1892.....	93.6	100.3	99.8
1893.....	97.3	100.7	98.8	1893.....	94.8	100.2	99.1
1894.....	99.5	100.1	98.3	1894.....	97.6	99.6	99.0
1895.....	100.5	99.9	99.0	1895.....	98.8	99.7	98.9
1896.....	101.6	99.9	99.3	1896.....	100.9	99.7	100.0
1897.....	102.2	99.7	100.1	1897.....	102.4	102.6	100.4
1898.....	104.9	99.2	101.5	1898.....	112.4	99.3	101.0
1899.....	107.7	98.2	104.3	1899.....	113.3	98.4	103.1
1900.....	108.2	96.8	107.4	1900.....	118.5	97.0	106.7
1901.....	114.3	96.2	109.9	1901.....	121.5	97.2	109.1
1902.....	117.6	95.8	112.8	1902.....	134.8	96.6	114.1
1903.....	119.2	94.4	116.4	1903.....	128.5	94.2	118.2
1904.....	126.2	94.0	118.5	1904.....	128.5	94.0	120.8

BAKERS, THIRD HANDS, Male.				BAKERS, NOT SPECIFIED, Male.			
[Data from 63 establishments.]				[Data from 20 establishments 1890-1903; 25 establishments 1904.]			
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	93.6	100.4	99.6	1890.....	92.2	102.2	99.3
1891.....	96.3	101.0	100.2	1891.....	94.3	101.1	100.3
1892.....	96.8	101.5	100.1	1892.....	97.1	101.1	101.3
1893.....	94.7	100.3	100.9	1893.....	97.3	100.9	102.1
1894.....	97.9	100.9	98.4	1894.....	93.9	101.1	97.9
1895.....	102.7	99.5	99.1	1895.....	98.7	100.4	97.8
1896.....	104.3	99.4	99.6	1896.....	101.7	99.3	99.4
1897.....	102.7	99.9	98.8	1897.....	103.1	98.7	100.0
1898.....	104.3	99.6	100.0	1898.....	110.1	98.3	100.0
1899.....	100.9	97.5	103.0	1899.....	111.3	96.9	102.0
1900.....	113.8	96.6	110.6	1900.....	115.3	97.0	101.7
1901.....	127.7	95.1	112.9	1901.....	120.3	96.5	103.2
1902.....	138.3	94.6	120.3	1902.....	130.8	96.2	108.5
1903.....	158.0	91.8	131.2	1903.....	129.1	95.3	109.9
1904.....	180.8	92.0	134.8	1904.....	134.7	94.5	110.7

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

BLACKSMITHING AND HORSESHOEING.

BLACKSMITHS, Male.				HORSESHOERS, FITTERS, Male.			
[Data from 59 establishments 1890-1903; 48 establishments 1904.]				[Data from 33 establishments 1890-1903; 35 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	100.2	100.1	1890.....	97.1	102.1	97.0
1891.....	102.8	100.2	100.3	1891.....	94.3	102.3	96.7
1892.....	102.8	100.0	101.0	1892.....	100.0	102.1	97.4
1893.....	103.5	99.9	100.7	1893.....	100.0	99.5	99.8
1894.....	94.4	99.9	98.6	1894.....	102.9	99.2	100.2
1895.....	95.1	100.0	98.2	1895.....	100.0	99.0	100.2
1896.....	101.4	99.9	98.5	1896.....	101.4	98.9	101.6
1897.....	97.2	100.0	99.9	1897.....	101.4	98.8	102.6
1898.....	102.8	99.9	101.1	1898.....	102.9	98.9	102.6
1899.....	102.1	100.1	101.5	1899.....	101.4	99.0	101.8
1900.....	105.6	99.4	102.5	1900.....	101.4	98.5	103.1
1901.....	109.2	99.3	104.1	1901.....	107.1	98.1	104.9
1902.....	107.7	98.3	107.6	1902.....	101.4	97.8	104.2
1903.....	107.7	97.9	109.9	1903.....	107.1	97.3	106.6
1904.....	101.1	97.4	108.9	1904.....	105.3	96.8	109.3

HORSESHOERS, FLOOR MEN, Male.				HORSESHOERS, FORGEMEN, Male.			
[Data from 109 establishments 1890-1903; 127 establishments 1904.]				[Data from 69 establishments 1890-1903; 95 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	105.7	102.0	98.1	1890.....	102.9	101.3	98.6
1891.....	101.9	101.9	97.6	1891.....	102.9	101.1	98.5
1892.....	103.4	101.9	97.8	1892.....	102.1	101.1	98.5
1893.....	101.1	100.8	98.4	1893.....	100.7	100.9	97.9
1894.....	100.4	99.3	101.1	1894.....	99.3	100.0	98.3
1895.....	96.6	99.2	99.9	1895.....	97.9	99.8	98.8
1896.....	97.7	99.2	100.5	1896.....	98.6	99.7	100.1
1897.....	95.5	98.9	101.1	1897.....	97.1	99.3	101.2
1898.....	98.9	98.6	102.3	1898.....	100.0	98.9	103.0
1899.....	99.6	98.2	103.1	1899.....	99.3	97.9	104.8
1900.....	101.5	97.7	104.9	1900.....	97.1	96.9	107.9
1901.....	102.3	96.7	106.6	1901.....	99.3	96.6	109.8
1902.....	100.4	96.0	107.8	1902.....	97.9	95.5	111.6
1903.....	100.0	95.6	113.4	1903.....	96.4	94.9	114.8
1904.....	98.3	95.1	116.8	1904.....	96.4	94.7	115.8

HORSESHOERS, NOT SPECIFIED, Male.

[Data from 62 establishments 1890-1903; 27 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	103.3	100.0	100.9
1891.....	102.5	100.1	100.5
1892.....	104.1	100.1	99.5
1893.....	100.0	100.0	99.2
1894.....	96.7	100.0	97.4
1895.....	93.4	99.9	98.4
1896.....	94.3	99.9	99.0
1897.....	98.4	100.0	99.7
1898.....	100.8	100.1	102.1
1899.....	104.1	99.9	103.3
1900.....	106.6	99.3	103.9
1901.....	107.4	97.7	107.6
1902.....	100.0	97.5	112.0
1903.....	98.4	96.4	116.2
1904.....	100.3	93.7	123.4

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

BOOTS AND SHOES.

CLOSERS-ON, Female.				CUTTERS, OUTSOLE, Male.			
[Data for employees from 15 establishments 1890-1903. Data for hours and wages from 15 establishments 1890; 17, 1891, 1892; 18, 1893; 20, 1894; 24, 1895; 25, 1896; 26, 1897; 28, 1898; 32, 1899; 33, 1900, 1901; 34, 1902, 1903. Data from 40 establishments 1904.]				[Data for employees from 26 establishments 1890-1903. Data for hours and wages from 26 establishments 1890; 27, 1891; 28, 1892; 29, 1893, 1894; 30, 1895, 1896; 31, 1897; 32, 1898, 1899; 33, 1900-1903. Data from 37 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	87.3	100.3	90.7	1890.....	88.7	100.2	102.0
1891.....	83.1	100.5	96.8	1891.....	94.8	101.7	99.5
1892.....	87.3	99.9	98.3	1892.....	97.4	100.2	99.1
1893.....	90.1	100.1	100.4	1893.....	98.3	99.8	100.1
1894.....	108.5	100.1	103.6	1894.....	87.8	99.7	96.8
1895.....	100.0	99.6	98.4	1895.....	93.9	99.8	100.2
1896.....	111.3	99.7	103.3	1896.....	104.3	99.7	98.8
1897.....	114.1	99.7	105.2	1897.....	117.4	99.6	101.2
1898.....	107.0	100.4	100.1	1898.....	107.8	99.7	101.4
1899.....	116.9	99.7	102.9	1899.....	113.0	99.7	100.6
1900.....	111.3	99.5	102.4	1900.....	114.8	99.8	102.2
1901.....	116.9	99.3	105.5	1901.....	121.7	99.6	100.5
1902.....	114.4	99.4	103.4	1902.....	125.2	99.6	103.5
1903.....	129.6	98.8	108.4	1903.....	140.0	98.2	105.0
1904.....	131.8	98.9	106.1	1904.....	133.9	98.6	109.2

CUTTERS, UPPER, Male.				EDGE TRIMMERS, MALE.			
[Data for employees from 22 establishments 1890-1903. Data for hours and wages from 22 establishments 1890; 23, 1891; 25, 1892; 27, 1893; 28, 1894; 31, 1895, 1896; 32, 1897; 33, 1898; 37, 1899; 39, 1900-1903. Data from 42 establishments 1904.]				[Data for employees from 18 establishments 1890-1903. Data for hours and wages from 18 establishments 1890; 20, 1891; 21, 1892; 23, 1893; 24, 1894; 27, 1895, 1896; 28, 1897; 30, 1898; 33, 1899; 34, 1900; 35, 1901-1903. Data from 41 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	76.0	100.1	99.9	1890.....	74.2	100.8	97.7
1891.....	82.0	100.2	99.4	1891.....	76.4	100.8	97.2
1892.....	94.7	100.2	99.8	1892.....	86.5	101.0	99.2
1893.....	95.2	100.2	100.4	1893.....	96.6	100.8	105.1
1894.....	96.3	100.0	98.0	1894.....	102.2	99.8	99.2
1895.....	99.8	99.8	100.0	1895.....	100.0	99.5	103.1
1896.....	105.5	100.0	99.1	1896.....	112.4	99.7	99.2
1897.....	113.6	99.9	101.0	1897.....	114.6	99.9	100.4
1898.....	118.0	100.0	99.7	1898.....	111.2	98.5	99.9
1899.....	119.6	99.7	102.8	1899.....	120.2	99.2	99.0
1900.....	129.1	99.7	103.3	1900.....	123.6	98.2	105.3
1901.....	142.3	99.8	102.6	1901.....	138.2	99.2	105.0
1902.....	136.5	98.4	107.4	1902.....	134.8	97.3	110.1
1903.....	144.3	96.6	110.8	1903.....	140.4	95.8	114.7
1904.....	154.5	96.9	114.2	1904.....	151.2	95.7	116.4

GOODYEAR STITCHERS, Male.				HEEL TRIMMERS, Male.			
[Data for employees from 10 establishments 1890-1903. Data for hours and wages from 10 establishments 1890; 12, 1891; 13, 1892; 14, 1893; 15, 1894; 19, 1895, 1896; 21, 1897; 22, 1898; 25, 1899; 27, 1900, 1901; 29, 1902; 30, 1903. Data from 34 establishments 1904.]				[Data for employees from 15 establishments 1890-1903. Data for hours and wages from 15 establishments 1890; 17, 1891; 18, 1892; 20, 1893; 21, 1894; 25, 1895-1897; 26, 1898; 28, 1899; 29, 1900; 30, 1901-1903. Data from 39 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	91.7	101.3	88.6	1890.....	77.1	101.6	91.9
1891.....	86.1	100.6	93.9	1891.....	85.7	100.7	90.8
1892.....	86.1	100.5	96.5	1892.....	94.3	100.7	97.0
1893.....	97.2	100.7	96.4	1893.....	100.0	100.4	104.7
1894.....	91.7	99.5	99.6	1894.....	100.0	99.7	102.3
1895.....	94.4	99.8	100.9	1895.....	108.6	99.4	103.6
1896.....	105.6	99.6	98.6	1896.....	108.6	99.4	101.0
1897.....	108.3	99.7	108.4	1897.....	111.4	99.3	102.3
1898.....	105.6	99.5	106.6	1898.....	105.7	99.6	105.0
1899.....	130.6	98.9	110.4	1899.....	97.1	99.1	101.5
1900.....	130.0	98.8	115.6	1900.....	102.9	97.7	104.8
1901.....	155.6	98.7	117.3	1901.....	100.0	97.6	105.5
1902.....	158.3	95.1	121.7	1902.....	88.6	96.7	106.9
1903.....	161.1	94.4	131.0	1903.....	85.7	96.2	115.7
1904.....	181.1	94.6	133.2	1904.....	93.8	95.7	122.0

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TABLE 10. **McKAY WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.**

Average 1890-1900. For explanation of relative figures, see page 8.]

ROOTS AND SHOES—Concluded.

McKAY, MACHINE, Male.				McKAY STITCHERS, Male.			
[Data for employees from 10 establishments 1890-1903. Data for hours and wages from 10 establishments 1890; 11, 1891; 15, 1894; 16, 1895; 17, 1896; 21, 1897; 23, 1898; 24, 1899; 31, 1900; 32, 1901-1903. Data from 37 establishments 1904.]				[Data for employees from 14 establishments 1890-1903. Data for hours and wages from 14 establishments 1890; 16, 1891; 17, 1892; 19, 1893; 20, 1894-1896; 21, 1897; 23, 1898; 24, 1899; 25, 1900; 26, 1901-1903. Data from 23 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	99.8	99.5	97.3	1890.....	77.8	101.6	95.0
1891.....	61.7	100.2	98.1	1891.....	80.0	101.5	94.1
1892.....	77.2	100.0	101.2	1892.....	104.4	100.4	99.3
1893.....	90.0	99.8	96.1	1893.....	104.4	100.4	104.4
1894.....	102.1	100.6	101.3	1894.....	102.2	99.8	106.6
1895.....	111.3	100.5	101.1	1895.....	111.1	100.2	104.3
1896.....	126.0	100.5	103.9	1896.....	117.8	99.8	98.9
1897.....	120.5	100.0	97.6	1897.....	104.4	99.1	101.2
1898.....	100.0	98.6	103.9	1898.....	102.2	98.5	102.6
1899.....	138.6	100.3	100.6	1899.....	100.0	98.6	99.6
1900.....	148.8	98.8	103.0	1900.....	97.8	96.4	99.9
1901.....	134.6	99.9	106.6	1901.....	106.7	98.0	99.1
1902.....	126.8	98.5	114.4	1902.....	97.8	96.7	100.7
1903.....	148.8	97.8	120.1	1903.....	86.7	96.6	103.6
1904.....	171.9	98.0	125.4	1904.....	86.7	96.3	103.5

TRICKERS, Male.

[Data for employees from 13 establishments 1890-1903. Data for hours and wages from 13 establishments 1890; 14, 1891; 15, 1891; 1891; 16, 1892; 17, 1893; 1893; 19, 1900-1903. Data from 16 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	61.2	100.1	101.4
1891.....	83.2	100.7	97.4
1892.....	78.8	99.4	98.8
1893.....	108.0	99.0	100.4
1894.....	102.9	99.7	101.4
1895.....	107.3	100.9	104.9
1896.....	121.9	100.3	101.6
1897.....	111.6	99.9	97.9
1898.....	111.1	100.3	97.7
1899.....	102.9	99.7	102.6
1900.....	105.1	99.6	107.9
1901.....	108.8	99.8	105.5
1902.....	91.2	98.2	110.0
1903.....	91.2	96.0	123.4
1904.....	91.5	95.9	124.5

VAMPERS, Male.

[Data for employees from 1 establishment 1890-1903. Data for hours and wages from 1 establishment 1890; 2, 1891; 1892; 4, 1893; 1896; 5, 1894; 1895; 1897; 1898; 7, 1899; 1899; 9, 1901; 11, 1902; 10, 1903. Data from 16 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	50.0	95.8	112.3
1891.....	50.0	101.9	97.3
1892.....	50.0	102.4	92.4
1893.....	100.0	100.2	95.6
1894.....	100.0	93.7	89.4
1895.....	100.0	99.8	90.7
1896.....	100.0	100.0	101.5
1897.....	100.0	100.2	111.4
1898.....	150.0	100.3	103.0
1899.....	150.0	99.5	106.7
1900.....	150.0	100.5	110.6
1901.....	150.0	100.1	106.0
1902.....	150.0	99.4	114.7
1903.....	150.0	93.9	127.1
1904.....	225.2	96.3	124.4

VAMPERS, Female.

[Data for employees from 16 establishments 1890-1903. Data for hours and wages from 16 establishments 1890; 1, 1891; 19, 1891; 22, 1891; 26, 1895; 1896; 27, 1897; 29, 1898; 33, 1899; 34, 1900; 1901; 1902. Data from 16 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	132.6	99.4	99.9
1891.....	91.4	100.2	95.7
1892.....	91.0	100.4	98.3
1893.....	92.2	100.1	101.6
1894.....	91.8	99.9	102.3
1895.....	102.6	99.9	103.2
1896.....	101.7	99.6	102.0
1897.....	105.2	99.5	100.8
1898.....	103.4	100.1	99.4
1899.....	113.8	99.8	98.5
1900.....	121.6	99.7	103.0
1901.....	130.2	99.6	103.9
1902.....	140.5	99.2	104.5
1903.....	133.4	98.5	110.5
1904.....	157.4	98.5	110.7

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

BRICK.

BRICK-MACHINE TENDERS, Male.				KILN BURNERS, Male.			
[Data from 20 establishments 1890-1903; 36 establishments 1904.]				[Data from 22 establishments 1890-1903; 37 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	99.2	100.0	99.9	1890.....	100.0	100.2	100.6
1891.....	100.8	99.9	99.6	1891.....	100.0	100.2	101.2
1892.....	100.0	99.8	103.0	1892.....	99.0	100.4	100.5
1893.....	98.4	100.0	101.7	1893.....	101.0	100.0	100.1
1894.....	99.2	100.0	98.4	1894.....	96.0	100.3	95.2
1895.....	99.2	100.0	97.8	1895.....	100.0	99.5	99.1
1896.....	99.2	100.1	98.6	1896.....	98.0	99.9	96.2
1897.....	99.2	100.1	97.3	1897.....	102.0	99.2	102.0
1898.....	100.8	100.1	100.6	1898.....	102.0	99.8	104.2
1899.....	102.4	100.1	103.2	1899.....	98.0	100.6	101.1
1900.....	103.2	100.2	104.6	1900.....	103.0	99.6	101.8
1901.....	101.6	100.3	106.6	1901.....	106.0	99.0	109.9
1902.....	104.0	100.2	111.3	1902.....	108.0	99.3	113.8
1903.....	109.5	99.5	112.9	1903.....	109.0	98.6	115.9
1904.....	108.0	99.5	113.5	1904.....	113.4	98.2	117.7

KILN SETTERS, Male.				LABORERS, Male.			
[Data from 24 establishments 1890-1903; 36 establishments 1904.]				[Data from 11 establishments 1890-1903; 38 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	97.0	99.7	99.2	1890.....	93.8	99.3	104.0
1891.....	90.1	99.8	99.7	1891.....	97.4	99.8	102.2
1892.....	95.0	99.8	104.9	1892.....	99.0	99.8	102.2
1893.....	102.0	99.8	99.8	1893.....	102.0	100.3	100.8
1894.....	98.0	100.1	99.5	1894.....	103.0	100.3	99.4
1895.....	98.0	100.3	97.8	1895.....	101.6	100.3	97.1
1896.....	102.0	99.9	97.9	1896.....	98.0	99.8	98.8
1897.....	103.0	100.1	98.5	1897.....	98.0	99.8	98.8
1898.....	102.0	100.2	101.9	1898.....	100.0	100.4	97.0
1899.....	108.9	100.2	102.7	1899.....	107.2	100.1	99.3
1900.....	105.9	100.3	102.9	1900.....	104.3	99.6	102.0
1901.....	106.9	100.5	101.2	1901.....	105.6	99.6	103.1
1902.....	106.9	100.4	106.9	1902.....	120.3	99.2	109.2
1903.....	113.9	99.6	107.4	1903.....	119.0	98.5	112.9
1904.....	108.6	99.4	107.5	1904.....	122.8	98.4	111.3

MOLDERS, HAND, Male.				OFFBEARERS, Male.			
[Data from 6 establishments 1890-1903; 5 establishments 1904.]				[Data from 19 establishments 1890-1903; 29 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	100.0	100.8	1890.....	101.3	100.0	101.5
1891.....	100.0	100.0	100.8	1891.....	97.4	99.7	104.3
1892.....	100.0	100.0	100.8	1892.....	105.3	100.0	104.9
1893.....	100.0	100.0	101.4	1893.....	98.0	99.8	106.7
1894.....	100.0	100.0	100.8	1894.....	96.0	100.0	101.0
1895.....	89.5	99.8	100.7	1895.....	99.3	100.0	98.3
1896.....	105.3	100.1	95.5	1896.....	100.0	100.1	95.7
1897.....	105.3	100.1	95.5	1897.....	98.0	100.1	94.1
1898.....	105.3	100.1	101.1	1898.....	98.7	100.1	95.5
1899.....	105.3	100.1	102.6	1899.....	102.6	100.2	97.6
1900.....	105.3	100.1	102.6	1900.....	94.7	99.8	101.6
1901.....	110.5	100.2	103.1	1901.....	96.7	100.1	106.5
1902.....	110.5	100.2	108.5	1902.....	99.3	99.8	111.1
1903.....	110.5	100.2	109.7	1903.....	97.4	99.5	114.4
1904.....	110.5	96.7	113.8	1904.....	97.0	99.1	113.5

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

BUILDING TRADES.

BRICKLAYERS, Male.				CARPENTERS, Male.			
[Data from 212 establishments 1890-1903; 229 establishments 1904.]				[Data from 227 establishments 1890-1903; 242 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	101.5	103.2	98.4	1890.....	104.8	102.0	98.6
1891.....	112.3	102.4	99.5	1891.....	110.2	101.3	99.2
1892.....	114.1	101.2	101.0	1892.....	114.3	103.5	102.7
1893.....	104.1	100.1	101.1	1893.....	97.8	100.7	99.7
1894.....	93.1	100.8	98.6	1894.....	89.3	100.7	97.9
1895.....	88.2	100.0	99.5	1895.....	88.8	100.3	97.8
1896.....	91.8	99.9	98.9	1896.....	95.7	99.7	99.6
1897.....	92.1	99.1	99.4	1897.....	95.4	99.0	100.0
1898.....	95.3	97.9	98.7	1898.....	95.5	98.5	101.4
1899.....	107.3	95.5	104.8	1899.....	108.2	97.4	103.2
1900.....	105.1	95.6	106.5	1900.....	112.1	94.5	110.8
1901.....	118.1	94.3	112.0	1901.....	117.8	92.5	115.9
1902.....	109.8	93.6	118.0	1902.....	122.1	90.6	123.7
1903.....	116.2	92.7	124.7	1903.....	116.4	90.2	130.6
1904.....	111.2	92.1	127.3	1904.....	108.6	89.9	129.9

CORNICEMAKERS, Male.				GAS FITTERS, Male.			
[Data from 40 establishments 1890-1903; 55 establishments 1904.]				[Data from 64 establishments 1890-1903; 79 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	106.2	104.4	95.0	1890.....	99.4	103.5	95.5
1891.....	105.4	101.3	97.1	1891.....	100.0	102.6	96.3
1892.....	133.5	98.4	99.2	1892.....	105.6	100.6	98.9
1893.....	99.8	100.6	98.8	1893.....	93.2	99.8	99.7
1894.....	80.5	100.3	97.6	1894.....	96.3	99.7	99.1
1895.....	85.3	100.1	98.6	1895.....	90.1	99.7	99.3
1896.....	93.6	99.5	101.4	1896.....	100.6	99.4	100.0
1897.....	90.1	99.0	102.9	1897.....	100.0	98.4	101.6
1898.....	96.9	98.6	103.0	1898.....	106.8	99.1	103.7
1899.....	108.7	97.9	106.4	1899.....	110.5	97.3	105.8
1900.....	103.5	96.1	113.5	1900.....	108.0	96.4	110.0
1901.....	104.1	94.5	115.6	1901.....	109.3	95.4	114.1
1902.....	114.7	92.5	125.1	1902.....	114.8	92.6	123.3
1903.....	117.2	91.7	134.3	1903.....	114.8	90.9	130.5
1904.....	114.8	90.2	137.7	1904.....	114.4	89.4	139.1

HOD CARRIERS, Male.				INSIDE WIREMEN, Male.			
[Data from 250 establishments 1890-1903; 262 establishments 1904.]				[Data from 40 establishments 1890-1903; 56 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	102.0	102.3	97.0	1890.....	74.2	102.8	89.6
1891.....	109.5	101.8	96.5	1891.....	78.1	102.6	89.1
1892.....	115.4	100.4	99.4	1892.....	94.5	98.8	91.6
1893.....	105.0	100.1	99.8	1893.....	91.1	101.2	97.9
1894.....	87.2	100.8	98.9	1894.....	93.7	101.5	96.1
1895.....	90.6	99.9	99.6	1895.....	93.3	101.2	100.0
1896.....	93.3	99.7	100.3	1896.....	102.7	99.3	104.5
1897.....	94.2	99.7	99.7	1897.....	130.4	97.5	107.6
1898.....	92.4	98.9	100.6	1898.....	122.4	97.2	112.1
1899.....	110.4	96.5	108.1	1899.....	119.8	95.0	111.7
1900.....	104.1	96.5	107.3	1900.....	146.7	94.7	129.7
1901.....	120.2	95.6	109.3	1901.....	149.4	94.5	119.6
1902.....	119.3	94.1	114.9	1902.....	176.6	92.8	129.7
1903.....	123.5	93.0	122.9	1903.....	184.1	89.6	140.6
1904.....	124.3	92.8	123.8	1904.....	185.8	88.2	143.5

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

BUILDING TRADES—Continued.

LABORERS, Male.				LATHERS, Male.			
[Data from 146 establishments 1890-1903; 172 establishments 1904.]				[Data from 10 establishments 1890-1903; 39 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	114.8	100.3	102.7	1890.....	85.2	105.4	94.0
1891.....	109.0	100.3	103.0	1891.....	81.5	105.4	93.8
1892.....	107.9	100.3	103.5	1892.....	108.3	104.9	95.9
1893.....	101.3	100.0	101.8	1893.....	91.7	104.8	93.8
1894.....	92.6	99.9	96.7	1894.....	90.7	104.7	93.8
1895.....	85.1	100.1	98.2	1895.....	110.2	103.7	97.9
1896.....	90.1	100.1	96.5	1896.....	105.6	93.2	106.3
1897.....	89.7	99.9	98.5	1897.....	99.1	93.2	106.2
1898.....	101.4	99.3	99.9	1898.....	119.4	92.3	109.5
1899.....	108.1	99.8	99.3	1899.....	109.3	92.3	108.7
1900.....	118.3	99.0	99.6	1900.....	121.3	87.3	110.8
1901.....	104.2	98.5	108.0	1901.....	121.3	87.9	111.2
1902.....	119.2	96.3	112.0	1902.....	135.2	87.7	115.1
1903.....	113.9	95.8	114.2	1903.....	114.8	88.0	111.4
1904.....	96.8	95.8	114.3	1904.....	135.4	87.4	116.7

PAINTERS, Male.				PAPER HANGERS, Male.			
[Data from 203 establishments 1890-1903; 208 establishments 1904.]				[Data from 93 establishments 1890-1903; 103 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	96.3	102.6	97.0	1890.....	94.1	101.4	98.5
1891.....	100.9	101.9	98.2	1891.....	94.9	100.9	99.3
1892.....	105.5	101.1	99.4	1892.....	100.6	101.0	99.4
1893.....	99.7	100.1	101.2	1893.....	93.5	100.8	98.9
1894.....	93.9	100.4	99.1	1894.....	92.1	100.4	98.4
1895.....	94.1	100.1	98.4	1895.....	93.5	100.5	98.5
1896.....	99.2	99.6	99.2	1896.....	99.8	99.8	99.5
1897.....	101.7	99.0	100.5	1897.....	105.7	99.0	101.1
1898.....	101.3	98.1	102.3	1898.....	108.5	98.4	102.9
1899.....	107.5	97.1	104.7	1899.....	117.8	97.9	103.7
1900.....	111.2	94.6	110.5	1900.....	119.2	96.1	108.4
1901.....	116.5	92.6	114.7	1901.....	127.9	92.8	113.4
1902.....	115.7	91.5	119.5	1902.....	124.2	91.4	118.8
1903.....	109.4	90.8	124.9	1903.....	120.4	90.2	125.7
1904.....	109.9	90.4	127.9	1904.....	117.1	90.3	126.8

PLASTERERS, Male.				PLUMBERS, Male.			
[Data from 146 establishments 1890-1903; 152 establishments 1904.]				[Data from 221 establishments 1890-1903; 232 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	100.2	103.2	98.4	1890.....	99.1	102.1	97.4
1891.....	106.0	101.6	99.2	1891.....	100.3	101.6	98.1
1892.....	110.5	100.5	102.6	1892.....	103.4	101.2	98.7
1893.....	102.4	100.3	100.5	1893.....	99.8	100.2	99.9
1894.....	92.0	100.3	97.9	1894.....	94.4	100.1	98.8
1895.....	92.0	99.6	98.1	1895.....	94.3	99.7	99.7
1896.....	97.7	99.4	99.7	1896.....	98.9	99.3	100.4
1897.....	94.4	100.3	97.6	1897.....	99.1	98.9	101.2
1898.....	97.0	98.6	99.4	1898.....	104.6	98.7	102.3
1899.....	108.1	96.1	106.4	1899.....	106.2	98.2	103.6
1900.....	111.5	94.1	100.5	1900.....	110.4	96.6	107.1
1901.....	105.2	93.1	114.3	1901.....	118.3	95.4	110.6
1902.....	120.8	91.2	123.7	1902.....	117.9	93.0	117.6
1903.....	112.7	90.8	131.8	1903.....	115.7	91.9	124.5
1904.....	110.5	90.5	133.8	1904.....	117.2	91.3	128.3

TABLE 11. RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

Base 1890=100. For explanation of relative figures, see page 8.]

BUILDING TRADES—Continued.

ROOFERS, GABLE AND TAIL, Male.

[Data from 35 establishments 1890-1903; 35 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	82.9	100.4	97.1
1891.....	89.5	100.2	101.0
1892.....	92.1	101.3	103.6
1893.....	139.8	98.1	107.6
1894.....	76.3	100.0	98.0
1895.....	90.8	101.1	92.5
1896.....	101.3	99.9	96.5
1897.....	100.0	99.7	100.9
1898.....	110.5	99.6	100.1
1899.....	122.4	99.6	102.9
1900.....	105.3	95.9	114.5
1901.....	109.2	96.2	115.9
1902.....	91.7	95.8	114.4
1903.....	97.1	98.6	113.1
1904.....	118.3	98.2	110.6

ROOFERS, SLATE AND TILE, Male.

[Data from 40 establishments 1890-1903; 41 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	110.3	100.8	101.2
1891.....	107.7	100.9	99.8
1892.....	105.9	101.0	100.9
1893.....	100.7	100.5	100.3
1894.....	90.4	100.7	97.5
1895.....	91.5	100.7	98.1
1896.....	97.8	99.9	98.4
1897.....	100.4	98.9	98.6
1898.....	95.9	99.0	101.3
1899.....	100.7	97.7	103.8
1900.....	98.2	95.2	109.5
1901.....	95.6	94.8	112.0
1902.....	100.4	91.7	118.5
1903.....	95.2	91.0	128.3
1904.....	82.5	91.0	130.6

ROOFERS, TIN, Male.

[Data from 94 establishments 1890-1903; 100 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	96.6	102.0	97.0
1891.....	102.5	101.2	99.1
1892.....	100.1	101.1	99.1
1893.....	105.2	100.4	100.0
1894.....	94.9	100.7	97.8
1895.....	94.7	100.3	98.8
1896.....	101.0	99.6	100.1
1897.....	96.7	99.0	100.4
1898.....	102.3	98.3	102.5
1899.....	107.6	97.4	105.2
1900.....	105.5	95.6	108.7
1901.....	109.1	93.8	111.9
1902.....	115.0	91.4	119.7
1903.....	110.3	91.4	122.2
1904.....	109.8	90.7	122.9

STEAM FITTERS, Male.

[Data from 73 establishments 1890-1903; 86 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	93.0	102.6	95.9
1891.....	90.9	101.9	96.2
1892.....	99.5	101.3	99.4
1893.....	107.9	101.6	97.4
1894.....	96.6	99.4	99.2
1895.....	95.3	99.8	98.2
1896.....	99.8	99.2	100.5
1897.....	105.8	98.7	101.5
1898.....	101.8	98.6	104.3
1899.....	108.4	98.9	107.4
1900.....	106.8	96.0	108.1
1901.....	115.2	94.0	115.1
1902.....	129.3	92.4	120.2
1903.....	129.0	89.0	127.3
1904.....	128.6	88.9	131.6

STONE MASONS, Male.

[Data from 115 establishments 1890-1903; 110 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	106.9	101.3	102.9
1891.....	115.2	101.3	103.2
1892.....	111.1	101.2	101.5
1893.....	101.4	100.6	102.7
1894.....	90.2	100.9	95.1
1895.....	90.1	100.4	94.4
1896.....	94.5	100.3	98.1
1897.....	89.8	98.6	100.3
1898.....	105.2	97.1	99.0
1899.....	97.1	98.0	102.8
1900.....	105.5	96.4	104.7
1901.....	104.6	95.2	110.8
1902.....	107.7	93.2	119.0
1903.....	121.1	92.0	126.6
1904.....	117.7	91.4	129.4

STONE SETTERS, Male.

[Data from 27 establishments 1890-1903; 40 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	88.1	103.9	92.3
1891.....	88.1	103.4	92.9
1892.....	99.1	100.1	100.2
1893.....	101.8	99.7	99.9
1894.....	96.3	99.2	100.8
1895.....	108.3	98.8	102.0
1896.....	106.4	99.4	100.8
1897.....	98.2	98.9	103.0
1898.....	90.1	98.4	104.3
1899.....	111.9	98.2	103.9
1900.....	122.9	96.3	107.5
1901.....	133.9	95.4	113.1
1902.....	130.3	96.4	110.9
1903.....	122.9	94.8	116.2
1904.....	118.5	94.8	117.9

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

BUILDING TRADES—Concluded.

STRUCTURAL IRON WORKERS, Male.

[Data for employees from 19 establishments 1890-1903. Data for hours and wages from 19 establishments 1890-1892; 20, 1893-1903. Data from 37 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	1897.....	111.9	97.0	104.1
1890.....	77.7	102.9	93.6	1898.....	122.1	97.8	105.3
1891.....	98.2	101.8	98.0	1899.....	115.5	100.5	108.8
1892.....	107.3	99.3	100.6	1900.....	142.2	98.0	120.4
1893.....	98.8	100.1	100.9	1901.....	185.5	96.7	138.4
1894.....	74.2	101.9	93.5	1902.....	228.2	91.6	155.9
1895.....	79.5	100.1	97.7	1903.....	209.6	92.2	159.8
1896.....	115.5	98.5	97.5	1904.....	205.5	90.6	171.4

CANDY.

CANDY MAKERS, Male.

[Data from 7 establishments 1890-1903; 22 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	108.2	100.0	98.2
1891.....	104.9	99.9	98.1
1892.....	103.3	100.1	98.8
1893.....	101.6	100.1	95.7
1894.....	95.1	100.0	96.2
1895.....	100.0	100.0	100.8
1896.....	95.1	100.0	103.7
1897.....	103.3	100.0	99.3
1898.....	90.2	100.0	104.6
1899.....	91.8	99.9	104.8
1900.....	90.2	99.9	98.7
1901.....	78.7	99.8	104.9
1902.....	82.0	99.8	103.4
1903.....	83.6	99.9	103.4
1904.....	84.4	99.9	105.6

DIPPERS, Female.

[Data from 5 establishments 1890-1903; 22 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	117.1	98.6	106.3
1891.....	112.8	98.6	108.5
1892.....	103.0	99.8	100.8
1893.....	106.7	99.8	100.7
1894.....	96.3	99.8	101.3
1895.....	91.5	100.5	97.0
1896.....	94.5	100.6	96.2
1897.....	95.1	100.6	96.8
1898.....	89.0	100.7	96.4
1899.....	93.9	100.8	96.6
1900.....	103.0	100.8	99.2
1901.....	103.7	100.8	114.0
1902.....	101.8	100.8	113.5
1903.....	122.6	100.4	115.2
1904.....	130.7	100.6	118.7

CARPETS.

BURLERS, Female.

[Data from 6 establishments 1890-1903; 8 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	97.9	100.7	97.4
1891.....	95.9	100.7	99.8
1892.....	90.7	100.7	104.2
1893.....	111.3	99.3	101.6
1894.....	75.3	100.3	94.0
1895.....	103.1	99.5	97.0
1896.....	112.4	99.5	102.7
1897.....	95.9	99.9	97.4
1898.....	105.2	99.7	108.5
1899.....	107.2	99.8	97.3
1900.....	112.4	99.7	105.4
1901.....	117.5	99.7	111.1
1902.....	119.6	99.7	112.9
1903.....	123.7	99.5	123.4
1904.....	124.9	99.1	105.5

DYERS, Male.

[Data from 6 establishments.]

Average 1890-99...	100.0	100.0	100.0
1890.....	120.4	101.4	98.4
1891.....	109.7	101.4	99.3
1892.....	94.6	100.9	102.0
1893.....	105.4	99.4	101.3
1894.....	90.3	99.9	95.9
1895.....	100.5	99.4	95.9
1896.....	98.4	99.3	100.7
1897.....	88.7	99.6	103.3
1898.....	93.0	99.4	101.5
1899.....	96.2	99.4	101.5
1900.....	97.3	99.3	100.9
1901.....	96.8	99.4	100.9
1902.....	110.8	99.2	100.2
1903.....	115.6	99.3	104.8
1904.....	114.5	99.0	102.8

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1904=100. For explanation of relative figures, see page 5.]

CARPETS—Continued.

LOOM FIXERS, Male.				SPOOLERS, Female.			
[Data from 3 establishments 1890-1903; 5 establishments 1904.]				[Data from 5 establishments 1890-1903; 5 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	99.9	101.1	101.6	1890.....	104.3	101.4	100.4
1891.....	99.7	101.1	98.0	1891.....	104.3	101.4	95.7
1892.....	100.0	99.9	100.2	1892.....	107.2	99.8	98.0
1893.....	101.3	99.4	100.7	1893.....	113.8	99.3	101.5
1894.....	97.4	99.4	99.5	1894.....	102.9	99.6	103.6
1895.....	101.3	99.5	98.4	1895.....	110.9	99.5	99.3
1896.....	98.7	99.5	98.4	1896.....	100.0	99.5	100.3
1897.....	100.0	99.4	102.7	1897.....	85.5	99.7	101.2
1898.....	108.5	99.5	99.4	1898.....	81.9	99.9	99.8
1899.....	101.3	99.6	100.8	1899.....	91.3	99.7	100.5
1900.....	102.6	99.7	101.0	1900.....	100.7	99.6	99.6
1901.....	105.2	99.7	100.8	1901.....	102.2	99.6	101.2
1902.....	108.5	99.8	102.4	1902.....	99.3	99.7	104.6
1903.....	111.7	99.3	100.3	1903.....	98.6	99.7	105.2
1904.....	118.3	99.0	105.7	1904.....	92.1	98.2	103.9

TWISTERS, Female.				WEAVERS, BRUSSELS AND WILTON, Male.			
[Data from 3 establishments 1890-1903; 6 establishments 1904.]				[Data from 3 establishments.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	116.1	101.2	104.3	1890.....	97.6	101.0	99.8
1891.....	109.7	101.2	104.4	1891.....	92.9	101.0	97.1
1892.....	109.7	101.2	104.6	1892.....	101.4	99.6	98.9
1893.....	101.6	99.6	103.4	1893.....	94.8	100.0	97.1
1894.....	85.5	99.6	99.9	1894.....	94.8	99.6	93.5
1895.....	103.2	99.1	91.7	1895.....	106.9	99.7	102.2
1896.....	108.1	99.4	99.9	1896.....	104.8	99.7	102.2
1897.....	85.5	99.6	99.5	1897.....	105.4	99.7	102.7
1898.....	72.6	99.7	102.2	1898.....	94.1	99.7	102.0
1899.....	109.7	99.3	100.9	1899.....	106.4	99.8	104.7
1900.....	132.3	99.5	103.5	1900.....	110.2	100.1	105.9
1901.....	121.0	99.2	103.3	1901.....	119.0	99.9	108.3
1902.....	132.3	99.5	103.5	1902.....	127.6	99.9	116.9
1903.....	145.2	99.7	107.2	1903.....	143.5	99.9	122.9
1904.....	180.3	95.5	108.5	1904.....	151.5	99.9	121.4

WEAVERS, BRUSSELS AND WILTON, Female.				WEAVERS, INGRAIN, Female.			
[Data from 1 establishment 1890-1903; 2 establishments 1904.]				[Data from 3 establishments 1890-1903; 6 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	108.1	102.4	98.7	1890.....	96.9	101.8	96.3
1891.....	100.0	102.4	91.2	1891.....	102.9	101.7	93.0
1892.....	98.6	102.4	91.6	1892.....	104.3	99.4	94.7
1893.....	120.7	99.0	95.9	1893.....	92.6	99.4	98.5
1894.....	32.4	99.0	86.8	1894.....	106.0	99.4	100.4
1895.....	95.9	99.0	92.4	1895.....	89.5	99.3	100.8
1896.....	110.8	99.0	106.7	1896.....	95.2	99.6	101.6
1897.....	68.0	99.0	107.1	1897.....	100.0	99.7	107.2
1898.....	113.5	99.0	110.3	1898.....	103.8	99.8	109.3
1899.....	99.9	99.9	119.2	1899.....	108.1	99.8	106.8
1900.....	112.4	99.9	112.4	1900.....	105.3	99.9	103.4
1901.....	140.7	99.9	109.6	1901.....	100.2	99.9	106.1
1902.....	108.6	99.9	108.6	1902.....	103.6	99.9	93.4
1903.....	117.0	99.9	117.0	1903.....	99.3	99.9	107.4
1904.....	120.6	99.9	120.6	1904.....	95.5	98.3	99.9

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

CARPETS—Concluded.

WEAVERS, INGRAIN. (a)				WINDERS, Female.			
[Data from 4 establishments 1890-1903.]				[Data from 6 establishments 1890-1903; 7 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	119.8	100.0	99.4	1890.....	89.8	101.4	100.5
1891.....	103.9	100.0	103.9	1891.....	89.4	101.4	98.9
1892.....	106.9	100.0	105.0	1892.....	92.8	99.9	100.4
1893.....	100.7	100.0	97.9	1893.....	104.2	99.4	99.6
1894.....	96.8	100.0	91.6	1894.....	88.6	99.6	97.9
1895.....	97.9	100.0	95.9	1895.....	108.9	99.6	97.9
1896.....	92.0	100.0	105.3	1896.....	105.9	99.6	101.2
1897.....	97.0	100.0	98.1	1897.....	103.4	99.7	98.4
1898.....	93.6	100.0	103.5	1898.....	104.7	99.6	102.2
1899.....	91.3	100.0	99.7	1899.....	111.0	99.6	105.1
1900.....	86.9	100.0	100.9	1900.....	113.6	99.7	107.0
1901.....	95.2	100.0	105.3	1901.....	117.8	99.5	103.7
1902.....	92.9	100.0	107.7	1902.....	124.6	99.6	104.2
1903.....	87.6	98.1	111.3	1903.....	128.4	98.9	106.5
1904.....	(b)	(b)	(b)	1904.....	133.8	96.8	106.1

CARRIAGES AND WAGONS.

BLACKSMITHS, Male.				BODY MAKERS, CARRIAGE, Male.			
[Data from 98 establishments 1890-1903; 96 establishments 1904.]				[Data from 26 establishments 1890-1903; 39 establishments 1904.]			
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	101.2	100.7	102.4	1890.....	88.2	100.4	100.1
1891.....	101.2	100.8	101.8	1891.....	95.9	100.4	99.7
1892.....	104.6	100.7	101.9	1892.....	95.9	100.3	101.2
1893.....	115.4	100.6	94.3	1893.....	97.4	100.1	100.1
1894.....	99.3	98.7	96.6	1894.....	118.9	100.4	98.6
1895.....	104.3	99.4	95.0	1895.....	93.8	100.2	97.8
1896.....	85.2	99.4	101.7	1896.....	91.3	100.0	98.5
1897.....	88.2	100.0	102.4	1897.....	101.0	99.8	98.5
1898.....	100.3	100.2	100.9	1898.....	100.5	99.8	101.5
1899.....	100.7	99.6	102.9	1899.....	118.5	98.6	103.8
1900.....	102.9	99.5	101.8	1900.....	118.4	99.5	100.5
1901.....	111.1	99.7	102.4	1901.....	137.9	99.7	98.4
1902.....	107.5	99.2	104.8	1902.....	139.0	99.7	102.6
1903.....	112.0	98.3	106.5	1903.....	139.0	98.7	104.4
1904.....	109.7	98.4	107.8	1904.....	152.4	98.7	104.6

BODY MAKERS, NOT SPECIFIED, Male.				IRONERS, Male.			
[Data from 19 establishments 1890-1903; 25 establishments 1904.]				[Data for employees from 7 establishments 1890-1903. Data for hours and wages from 8 establishments 1890-1896, 1898-1903; 7, 1897. Data from 28 establishments 1904.]			
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	100.1	99.9	1890.....	100.0	100.9	98.2
1891.....	104.2	100.4	100.1	1891.....	104.1	101.2	98.4
1892.....	105.0	100.1	100.8	1892.....	114.4	101.2	95.9
1893.....	118.3	99.7	101.9	1893.....	108.2	99.6	99.9
1894.....	93.3	99.9	97.8	1894.....	89.7	99.4	101.7
1895.....	93.3	100.0	95.6	1895.....	95.9	100.0	99.3
1896.....	90.8	100.0	100.0	1896.....	79.4	99.9	103.9
1897.....	99.2	99.6	100.7	1897.....	92.8	99.3	102.2
1898.....	96.7	100.1	100.5	1898.....	104.1	100.0	98.8
1899.....	97.5	100.2	102.8	1899.....	111.3	97.7	103.6
1900.....	97.5	100.1	101.9	1900.....	124.7	97.4	103.4
1901.....	103.3	100.2	102.0	1901.....	120.6	99.3	100.2
1902.....	81.7	100.3	102.0	1902.....	117.5	100.9	99.7
1903.....	85.0	99.8	107.5	1903.....	128.9	96.4	111.9
1904.....	80.6	99.5	110.6	1904.....	121.6	98.7	112.0

* Sex not reported.

* No data shown for 1904. Sex reported by all establishments.

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

CARRIAGES AND WAGONS—Concluded.

MACHINE WOODWORKERS, Male.				PAINTERS, Male.			
Data from 18 establishments 1890-1903; 24 establishments 1904.]				[Data from 76 establishments 1890-1903; 95 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	94.7	100.8	99.0	1890.....	95.9	100.1	98.6
1891.....	98.2	100.9	97.7	1891.....	98.8	100.3	98.4
1892.....	97.4	100.8	101.1	1892.....	101.9	100.1	100.9
1893.....	92.1	100.7	99.3	1893.....	100.7	100.0	100.8
1894.....	83.7	97.5	100.7	1894.....	91.6	100.3	99.7
1895.....	102.2	100.1	96.4	1895.....	96.3	100.1	100.3
1896.....	93.4	98.7	102.6	1896.....	98.8	100.0	99.7
1897.....	100.4	99.7	100.1	1897.....	96.3	99.9	99.4
1898.....	117.2	100.8	100.7	1898.....	104.8	100.0	100.8
1899.....	122.0	100.1	102.2	1899.....	114.7	99.4	101.4
1900.....	118.9	99.0	105.1	1900.....	117.5	99.1	102.5
1901.....	134.8	100.0	103.3	1901.....	122.5	99.5	103.5
1902.....	136.6	99.8	109.1	1902.....	120.5	99.7	103.5
1903.....	134.4	99.6	110.7	1903.....	116.2	98.5	108.2
1904.....	124.1	97.1	109.9	1904.....	108.3	98.5	109.9

TRIMMERS, CARRIAGE, Male.				WOODWORKERS, Male.			
[Data from 48 establishments 1890-1903; 76 establishments 1904.]				[Data from 29 establishments 1890-1903; 51 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	92.4	100.4	101.3	1890.....	93.6	100.1	100.5
1891.....	92.9	100.5	100.9	1891.....	93.6	100.2	100.4
1892.....	100.0	100.2	100.7	1892.....	103.7	100.0	100.3
1893.....	93.4	99.9	101.8	1893.....	103.7	100.2	99.2
1894.....	90.2	100.1	98.7	1894.....	94.5	99.8	99.4
1895.....	90.7	100.2	99.1	1895.....	95.4	100.1	101.2
1896.....	99.5	99.9	98.5	1896.....	103.7	99.4	100.5
1897.....	101.9	100.1	98.9	1897.....	102.8	100.3	99.4
1898.....	110.0	99.9	98.9	1898.....	102.8	100.4	99.0
1899.....	117.1	98.6	101.3	1899.....	106.4	99.4	100.2
1900.....	116.1	98.7	101.0	1900.....	107.3	99.4	101.6
1901.....	128.9	98.7	101.6	1901.....	111.9	98.8	101.2
1902.....	116.6	99.4	102.8	1902.....	101.8	98.8	102.3
1903.....	118.0	98.1	106.6	1903.....	96.3	97.4	104.7
1904.....	110.8	98.2	110.2	1904.....	95.7	97.0	105.0

CARS, STEAM RAILROAD.

BLACKSMITHS, Male.				BOILER MAKERS, Male.			
[Data for employees from 44 establishments 1890-1903. Data for hours and wages from 44 establishments 1890-1898; 45, 1899-1903. Data from 45 establishments 1904.]				[Data from 34 establishments 1890-1903; 38 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	111.5	101.9	102.3	1890.....	91.5	103.7	100.4
1891.....	104.7	100.8	101.0	1891.....	92.2	100.9	101.8
1892.....	107.9	101.5	101.6	1892.....	100.9	103.3	100.8
1893.....	106.8	101.1	101.8	1893.....	101.6	102.6	101.3
1894.....	82.1	96.6	101.1	1894.....	94.0	94.8	99.1
1895.....	81.4	98.1	102.2	1895.....	94.7	97.2	98.7
1896.....	100.6	98.8	96.1	1896.....	100.2	97.2	99.1
1897.....	91.3	98.1	99.4	1897.....	103.0	97.4	98.7
1898.....	104.6	101.1	97.0	1898.....	108.7	101.5	99.4
1899.....	109.6	101.8	97.5	1899.....	113.9	101.4	100.5
1900.....	121.3	101.9	97.9	1900.....	118.3	101.8	101.9
1901.....	123.4	100.9	99.2	1901.....	134.9	100.2	102.7
1902.....	129.6	100.7	100.4	1902.....	139.7	99.8	105.5
1903.....	137.5	99.9	104.4	1903.....	168.0	98.5	113.4
1904.....	127.6	98.4	111.5	1904.....	159.3	98.5	118.3

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

CARS, STEAM RAILROAD—Concluded.

TINSMITHS, Male.				UPHOLSTERERS, Male.			
[Data for employees from 34 establishments 1890-1903. Data for hours and wages from 34 establishments 1890-1898; 35, 1899-1903. Data from 44 establishments 1904.]				[Data from 25 establishments 1890-1903; 34 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	94.7	102.1	98.2	1890.....	100.6	100.7	108.0
1891.....	102.4	101.1	97.1	1891.....	116.1	100.9	105.3
1892.....	93.9	101.1	102.9	1892.....	106.3	100.9	105.1
1893.....	99.7	100.6	101.4	1893.....	120.7	101.1	107.0
1894.....	96.5	97.3	97.8	1894.....	87.4	98.5	92.9
1895.....	92.3	98.6	99.3	1895.....	88.5	98.7	97.0
1896.....	94.9	98.6	101.8	1896.....	85.1	99.5	94.9
1897.....	95.2	98.2	102.3	1897.....	91.4	99.0	96.2
1898.....	117.3	101.3	96.6	1898.....	98.9	100.2	96.2
1899.....	113.3	101.2	102.6	1899.....	102.9	100.6	97.2
1900.....	116.0	102.0	103.4	1900.....	117.2	101.0	98.1
1901.....	127.2	100.7	103.4	1901.....	106.3	100.5	100.0
1902.....	129.3	100.3	112.2	1902.....	105.2	100.0	103.9
1903.....	127.5	97.6	119.1	1903.....	108.0	94.9	111.8
1904.....	129.0	96.5	121.7	1904.....	152.3	91.9	123.1

CLOTHING, FACTORY PRODUCT.

BUTTONHOLE MAKERS, MACHINE, Male.				BUTTONHOLE MAKERS, MACHINE, Female.			
[Data from 1 establishment 1890-1903; 7 establishments 1904.]				[Data from 6 establishments 1890-1903; 20 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	66.7	100.0	102.2	1890.....	106.7	101.6	96.2
1891.....	66.7	100.0	102.2	1891.....	106.7	101.6	96.2
1892.....	66.7	100.0	102.2	1892.....	106.7	101.6	96.7
1893.....	100.0	100.0	99.1	1893.....	106.7	99.6	96.4
1894.....	100.0	100.0	99.1	1894.....	93.3	98.9	99.6
1895.....	100.0	100.0	99.1	1895.....	93.3	98.9	99.6
1896.....	100.0	100.0	99.1	1896.....	100.0	99.4	102.3
1897.....	100.0	100.0	99.1	1897.....	100.0	99.4	103.4
1898.....	100.0	100.0	99.1	1898.....	100.0	99.4	107.2
1899.....	100.0	100.0	99.1	1899.....	106.7	99.6	102.4
1900.....	100.0	100.0	99.1	1900.....	106.7	99.6	99.0
1901.....	111.6	111.6	111.6	1901.....	106.7	99.6	99.3
1902.....	111.6	111.6	111.6	1902.....	113.3	96.8	99.5
1903.....	111.6	111.6	111.6	1903.....	126.7	97.9	104.2
1904.....	112.0	112.0	112.0	1904.....	128.0	97.7	106.2

CUTTERS, MACHINE, Male.

[Data from 7 establishments 1890-1903; 18 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	105.9	100.1	100.8
1891.....	105.9	100.1	100.8
1892.....	111.8	100.3	99.8
1893.....	105.9	100.1	100.8
1894.....	100.0	100.1	96.7
1895.....	94.1	99.9	99.7
1896.....	94.1	99.9	99.7
1897.....	94.1	99.9	98.4
1898.....	94.1	99.9	99.9
1899.....	94.1	99.9	103.4
1900.....	105.9	100.1	103.6
1901.....	111.8	99.9	103.7
1902.....	111.8	99.0	106.1
1903.....	111.8	98.6	107.2
1904.....	135.5	98.1	110.3

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

CARS, STEAM RAILROAD—Continued.

MACHINISTS, Male.				MOLDERS, BRASS, Male.			
[Data for employees from 44 establishments 1890-1903. Data for hours and wages from 44 establishments 1890-1898; 45, 1899-1903. Data from 48 establishments 1904.]				[Data from 11 establishments 1890-1903; 15 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	94.8	102.0	100.5	1890.....	97.1	101.0	105.6
1891.....	94.7	100.7	100.1	1891.....	102.9	101.4	106.9
1892.....	99.6	102.2	100.3	1892.....	107.4	101.4	98.9
1893.....	100.1	101.3	100.8	1893.....	102.9	101.1	101.0
1894.....	90.9	95.9	100.7	1894.....	79.4	94.5	104.4
1895.....	94.9	99.4	99.9	1895.....	82.4	101.2	93.8
1896.....	101.9	98.7	99.5	1896.....	86.8	100.9	94.2
1897.....	99.1	98.4	99.4	1897.....	100.0	96.3	96.4
1898.....	108.5	100.3	98.9	1898.....	114.7	101.1	97.0
1899.....	115.7	101.0	100.2	1899.....	119.1	101.2	101.6
1900.....	118.5	101.7	100.6	1900.....	132.4	101.5	99.7
1901.....	118.3	101.4	102.1	1901.....	147.1	101.6	102.1
1902.....	124.3	101.3	104.8	1902.....	155.9	101.8	109.2
1903.....	133.7	99.3	110.7	1903.....	158.8	95.5	117.5
1904.....	138.8	98.5	115.2	1904.....	151.4	94.9	121.4

MOLDERS, IRON, Male.				PAINTERS, Male.			
[Data for employees from 13 establishments 1890-1903. Data for hours and wages from 13 establishments 1890-1898; 14, 1899-1903. Data from 14 establishments 1904.]				[Data for employees from 35 establishments 1890-1903. Data for hours and wages from 35 establishments 1890-1898; 36, 1899-1903. Data from 46 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	113.0	109.4	105.1	1890.....	113.8	101.3	102.5
1891.....	106.3	100.8	103.7	1891.....	124.5	101.1	102.4
1892.....	111.6	100.8	104.5	1892.....	113.1	101.3	101.6
1893.....	97.7	100.7	108.5	1893.....	129.0	101.4	103.1
1894.....	86.0	96.4	99.2	1894.....	79.8	98.2	97.8
1895.....	83.2	100.7	99.1	1895.....	87.7	99.1	96.5
1896.....	101.6	101.2	92.6	1896.....	85.6	99.0	98.7
1897.....	85.3	96.9	96.2	1897.....	77.3	98.1	100.8
1898.....	100.0	101.0	95.5	1898.....	88.3	100.2	98.3
1899.....	115.2	101.1	95.7	1899.....	101.1	100.4	98.6
1900.....	124.7	101.1	97.9	1900.....	98.0	100.8	97.3
1901.....	113.5	100.2	98.8	1901.....	103.5	99.8	99.4
1902.....	125.6	100.2	101.2	1902.....	104.6	99.7	101.5
1903.....	122.4	99.3	106.0	1903.....	93.2	98.9	105.4
1904.....	108.3	97.8	110.1	1904.....	108.3	96.2	111.4

PATTERN MAKERS, Male.				PIPE FITTERS, Male.			
[Data for employees from 24 establishments 1890-1903. Data for hours and wages from 24 establishments 1890-1898; 25, 1899-1903. Data from 34 establishments 1904.]				[Data for employees from 6 establishments 1890-1903. Data for hours and wages from 6 establishments 1890-1898; 7, 1899-1903. Data from 36 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	101.8	101.6	101.8	1890.....	101.9	102.5	103.6
1891.....	99.1	100.9	102.5	1891.....	94.4	102.7	97.0
1892.....	105.4	101.6	101.2	1892.....	113.0	103.3	95.7
1893.....	97.3	101.7	103.4	1893.....	124.1	102.5	101.7
1894.....	88.3	98.9	100.9	1894.....	92.6	94.5	102.5
1895.....	92.8	97.8	99.0	1895.....	94.4	96.7	99.5
1896.....	99.1	97.7	95.8	1896.....	87.0	96.3	99.2
1897.....	91.9	97.1	97.0	1897.....	94.4	96.4	99.6
1898.....	112.6	101.0	100.0	1898.....	96.3	102.1	101.4
1899.....	114.4	101.8	98.7	1899.....	96.3	103.0	99.9
1900.....	117.1	101.7	100.1	1900.....	94.1	102.9	99.1
1901.....	127.0	101.0	102.1	1901.....	127.8	101.4	101.2
1902.....	125.2	101.5	102.5	1902.....	135.2	101.4	100.1
1903.....	126.1	98.3	108.5	1903.....	144.4	100.5	106.5
1904.....	126.8	97.5	110.7	1904.....	156.4	99.3	110.1

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

CARS, STEAM RAILROAD—Concluded.

TINSMITHS, Male.				UPHOLSTERERS, Male.			
[Data for employees from 34 establishments 1890-1903. Data for hours and wages from 34 establishments 1890-1898; 35, 1899-1903. Data from 44 establishments 1904.]				[Data from 25 establishments 1890-1903; 34 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	94.7	102.1	98.2	1890.....	100.6	100.7	108.0
1891.....	102.4	101.1	97.1	1891.....	116.1	100.9	105.3
1892.....	93.9	101.1	102.9	1892.....	106.3	100.9	105.1
1893.....	99.7	100.6	101.4	1893.....	120.7	101.1	107.0
1894.....	96.5	97.3	97.8	1894.....	87.4	98.5	92.9
1895.....	92.3	98.6	99.3	1895.....	88.5	98.7	97.0
1896.....	94.9	98.6	101.8	1896.....	85.1	99.5	94.9
1897.....	95.2	98.2	102.3	1897.....	91.4	99.0	96.2
1898.....	117.3	101.3	96.6	1898.....	98.9	100.2	96.2
1899.....	113.3	101.2	102.6	1899.....	102.9	100.6	97.2
1900.....	116.0	102.0	103.4	1900.....	117.2	101.0	98.1
1901.....	127.2	100.7	103.4	1901.....	106.3	100.5	100.0
1902.....	129.3	100.3	112.2	1902.....	105.2	100.0	103.9
1903.....	127.5	97.6	119.1	1903.....	108.0	94.9	111.8
1904.....	129.0	96.5	121.7	1904.....	152.3	91.9	123.1

CLOTHING, FACTORY PRODUCT.

BUTTONHOLE MAKERS, MACHINE, Male.				BUTTONHOLE MAKERS, MACHINE, Female.			
[Data from 1 establishment 1890-1903; 7 establishments 1904.]				[Data from 6 establishments 1890-1903; 20 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	66.7	100.0	102.2	1890.....	106.7	101.6	96.2
1891.....	66.7	100.0	102.2	1891.....	106.7	101.6	96.2
1892.....	66.7	100.0	102.2	1892.....	106.7	101.6	96.7
1893.....	100.0	100.0	99.1	1893.....	106.7	99.6	96.4
1894.....	100.0	100.0	99.1	1894.....	93.3	98.9	99.6
1895.....	100.0	100.0	99.1	1895.....	93.3	98.9	99.6
1896.....	100.0	100.0	99.1	1896.....	100.0	99.4	102.3
1897.....	100.0	100.0	99.1	1897.....	100.0	99.4	103.4
1898.....	100.0	100.0	99.1	1898.....	100.0	99.4	107.2
1899.....	100.0	100.0	99.1	1899.....	106.7	99.6	102.4
1900.....	100.0	100.0	99.1	1900.....	106.7	99.6	99.0
1901.....	66.7	91.5	111.6	1901.....	106.7	99.6	99.3
1902.....	66.7	91.5	111.6	1902.....	113.3	96.8	99.5
1903.....	66.7	91.5	111.6	1903.....	126.7	97.9	104.2
1904.....	66.7	91.5	112.0	1904.....	128.0	97.7	106.2

CUTTERS, HAND, Male.				CUTTERS, MACHINE, Male.			
[Data from 8 establishments 1890-1903; 26 establishments 1904.]				[Data from 7 establishments 1890-1903; 18 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	90.5	100.2	98.3	1890.....	105.9	100.1	100.8
1891.....	90.5	100.2	98.3	1891.....	105.9	100.1	100.8
1892.....	100.0	100.1	98.3	1892.....	111.8	100.3	99.8
1893.....	95.2	100.1	99.8	1893.....	105.9	100.1	100.8
1894.....	100.0	100.1	97.2	1894.....	100.0	100.1	96.7
1895.....	100.0	99.9	99.7	1895.....	94.1	99.9	99.7
1896.....	100.0	99.9	99.7	1896.....	94.1	99.9	99.7
1897.....	104.8	99.7	103.4	1897.....	94.1	99.9	98.4
1898.....	109.5	99.8	102.9	1898.....	94.1	99.9	99.9
1899.....	114.3	99.9	102.7	1899.....	94.1	99.9	103.4
1900.....	109.5	99.8	104.7	1900.....	105.9	100.1	103.6
1901.....	119.0	99.7	105.4	1901.....	111.8	99.9	103.7
1902.....	128.6	99.9	104.7	1902.....	111.8	99.0	106.1
1903.....	123.8	100.1	110.9	1903.....	111.8	98.6	107.2
1904.....	126.8	99.8	111.9	1904.....	135.5	98.1	110.3

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

CLOTHING, FACTORY PRODUCT—Concluded.

EXAMINERS, Female.

[Data from 4 establishments 1890-1903; 17 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	99.9	98.0
1891.....	100.0	99.9	98.0
1892.....	103.9	100.1	94.7
1893.....	100.0	99.9	98.0
1894.....	88.2	100.4	99.9
1895.....	88.2	100.4	100.4
1896.....	111.8	100.0	100.7
1897.....	88.2	99.6	102.8
1898.....	88.2	99.6	102.0
1899.....	111.8	99.8	105.1
1900.....	123.5	100.0	103.6
1901.....	141.2	99.6	107.2
1902.....	182.4	98.8	87.5
1903.....	211.8	97.0	86.6
1904.....	201.3	97.3	89.2

PRESSERS, Male.

[Data for employees from 7 establishments 1890-1903. Data for hours and wages from 8 establishments 1890-1899; 7, 1900-1903. Data from 29 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	107.7	100.2	100.4
1891.....	107.7	100.2	100.4
1892.....	111.5	100.3	100.3
1893.....	100.0	100.0	103.9
1894.....	111.5	100.3	100.3
1895.....	115.4	100.2	100.1
1896.....	89.5	99.6	96.8
1897.....	89.5	99.7	95.0
1898.....	92.3	99.8	97.5
1899.....	88.5	99.7	105.2
1900.....	103.8	99.8	104.9
1901.....	115.4	99.9	109.4
1902.....	107.7	99.9	111.0
1903.....	103.8	98.3	113.5
1904.....	111.7	97.9	115.2

SEWING-MACHINE OPERATORS, Male.

[Data for employees from 1 establishment 1890-1903. Data for hours and wages from 1 establishment 1890-1901; 2, 1902-1903. Data from 16 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	83.3	100.0	99.3
1891.....	83.3	100.0	99.3
1892.....	91.7	100.0	101.9
1893.....	91.7	100.0	101.9
1894.....	108.3	100.0	98.6
1895.....	108.3	100.0	98.6
1896.....	83.3	100.0	99.3
1897.....	108.3	100.0	98.6
1898.....	108.3	100.0	98.6
1899.....	100.0	100.0	104.1
1900.....	108.3	91.5	103.5
1901.....	108.3	91.5	113.0
1902.....	108.3	92.0	95.3
1903.....	108.3	91.8	108.4
1904.....	132.7	90.6	103.7

FINISHERS, Female.

[Data from 7 establishments 1890-1903; 20 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	90.5	100.8	100.1
1891.....	90.5	100.8	100.1
1892.....	98.4	100.4	98.2
1893.....	98.8	100.3	97.9
1894.....	88.9	100.7	97.9
1895.....	90.5	100.1	101.3
1896.....	93.7	99.4	101.3
1897.....	103.2	99.3	101.3
1898.....	115.9	99.2	102.3
1899.....	123.8	99.0	99.2
1900.....	138.1	99.0	100.2
1901.....	133.3	98.5	103.3
1902.....	147.6	98.4	101.3
1903.....	142.9	98.4	101.1
1904.....	151.5	97.6	101.5

PRESSEERS, Female.

[Data from 3 establishments 1890-1903; 8 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	102.6	100.1	102.3
1891.....	102.6	100.1	102.3
1892.....	105.1	100.0	103.1
1893.....	105.1	100.0	103.1
1894.....	82.1	100.0	86.4
1895.....	87.2	100.0	90.9
1896.....	102.6	100.0	100.3
1897.....	105.1	99.9	103.3
1898.....	105.1	99.9	103.3
1899.....	112.8	99.9	105.3
1900.....	120.5	99.9	108.2
1901.....	138.5	100.0	109.9
1902.....	151.3	99.9	105.7
1903.....	164.1	100.0	104.1
1904.....	79.0	98.8	135.5

SEWING-MACHINE OPERATORS, Female.

[Data from 9 establishments 1890-1903; 27 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	94.1	100.2	97.5
1891.....	101.9	99.9	99.4
1892.....	98.6	100.0	101.1
1893.....	88.9	100.5	98.8
1894.....	97.8	100.1	96.6
1895.....	99.9	100.2	97.3
1896.....	96.7	100.0	99.6
1897.....	103.6	99.7	99.0
1898.....	111.2	99.6	105.7
1899.....	107.3	99.8	105.4
1900.....	105.9	100.0	103.0
1901.....	108.2	100.0	104.3
1902.....	99.5	99.5	108.6
1903.....	108.6	99.3	111.5
1904.....	100.4	99.2	119.3

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

CLOTHING, MEN'S, CUSTOM WORK.

BUSHEL MEN, Male.				BUSHEL MEN, Female.			
[Data from 43 establishments 1890-1903; 67 establishments 1904.]				[Data for employees from 1 establishment 1890-1903. Data for hours and wages from 1 establishment 1890-1895; 2, 1896, 1897; 3, 1898-1903. Data from 7 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	92.8	100.1	100.7	1890.....	100.0	100.0	103.2
1891.....	91.9	100.1	101.7	1891.....	100.0	100.0	103.2
1892.....	95.5	100.0	100.6	1892.....	100.0	100.0	103.2
1893.....	96.4	100.0	100.1	1893.....	100.0	100.0	103.2
1894.....	94.6	100.1	97.9	1894.....	100.0	100.0	103.2
1895.....	96.2	100.0	98.4	1895.....	100.0	100.0	103.2
1896.....	104.5	100.1	97.4	1896.....	100.0	100.0	96.4
1897.....	104.5	100.1	99.5	1897.....	150.0	100.0	98.1
1898.....	111.7	100.0	101.0	1898.....	150.0	100.0	92.9
1899.....	109.0	99.6	102.8	1899.....	100.0	100.0	93.6
1900.....	106.1	99.0	103.8	1900.....	150.0	100.0	96.4
1901.....	109.9	99.0	104.2	1901.....	200.0	100.0	100.2
1902.....	114.4	98.8	104.7	1902.....	200.0	100.0	101.5
1903.....	117.1	98.0	105.8	1903.....	200.0	97.5	105.0
1904.....	116.0	97.8	106.8	1904.....	200.0	97.9	105.6

COAT MAKERS, Male.				CUTTERS, Male.			
[Data from 14 establishments 1890-1903; 30 establishments 1904.]				[Data from 34 establishments 1890-1903; 63 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	91.3	101.8	95.0	1890.....	102.7	100.1	99.9
1891.....	90.4	100.1	95.7	1891.....	100.0	100.0	100.6
1892.....	100.0	100.1	95.1	1892.....	100.0	100.0	100.8
1893.....	104.8	100.1	98.4	1893.....	101.3	100.3	101.4
1894.....	96.2	100.2	107.2	1894.....	94.7	100.1	99.9
1895.....	98.1	100.2	104.8	1895.....	94.7	100.1	100.7
1896.....	99.0	100.3	99.9	1896.....	101.3	100.3	97.8
1897.....	103.8	100.0	99.5	1897.....	100.0	100.1	98.8
1898.....	101.9	98.5	102.4	1898.....	102.7	99.7	99.6
1899.....	111.5	98.6	99.9	1899.....	104.0	99.5	100.3
1900.....	117.3	97.2	106.3	1900.....	102.7	99.3	101.6
1901.....	117.3	97.2	106.8	1901.....	108.7	98.8	103.0
1902.....	121.2	97.3	109.2	1902.....	109.3	98.4	104.3
1903.....	125.0	95.9	111.8	1903.....	112.0	97.1	105.8
1904.....	149.8	95.9	109.6	1904.....	118.3	96.9	103.7

PANTS MAKERS, Male.				PANTS MAKERS, Female.			
[Data from 13 establishments 1890-1903; 24 establishments 1904.]				[Data for employees from 1 establishment 1890-1903. Data for hours and wages from 2 establishments 1890-1898; 1, 1899; 2, 1900-1903. Data from 6 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	97.6	100.4	99.6	1890.....	94.1	100.5	103.4
1891.....	95.1	100.3	100.0	1891.....	94.1	100.2	101.4
1892.....	97.6	100.4	99.4	1892.....	94.1	100.5	103.4
1893.....	97.6	100.4	100.0	1893.....	94.1	101.0	105.7
1894.....	92.7	100.3	99.9	1894.....	94.1	100.5	97.6
1895.....	95.1	100.3	99.7	1895.....	94.1	100.2	96.6
1896.....	102.4	100.2	99.5	1896.....	105.9	100.2	99.5
1897.....	95.1	100.3	101.4	1897.....	117.6	100.4	103.6
1898.....	97.6	98.3	105.1	1898.....	117.6	100.0	101.2
1899.....	134.1	99.1	95.4	1899.....	117.6	96.4	87.6
1900.....	104.9	98.9	115.1	1900.....	117.6	101.2	108.2
1901.....	109.8	97.1	116.4	1901.....	111.8	101.9	108.1
1902.....	106.8	97.1	116.9	1902.....	117.6	101.7	109.4
1903.....	112.2	95.9	122.1	1903.....	117.6	98.3	115.9
1904.....	112.2	96.3	123.9	1904.....	129.6	98.7	112.1

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

COTTON GOODS.

CARDING-MACHINE TENDERS,
Male.

[Data for employees from 21 establishments 1890-1903. Data for hours and wages from 21 establishments 1890; 22, 1891; 23, 1892-1903. Data from 22 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	86.5	100.7	98.0
1891.....	94.9	101.1	99.8
1892.....	101.9	101.2	99.5
1893.....	100.5	99.6	101.4
1894.....	101.4	97.8	102.1
1895.....	99.1	99.7	101.4
1896.....	102.8	100.0	101.9
1897.....	100.0	98.9	100.8
1898.....	103.3	100.5	97.8
1899.....	107.9	100.5	97.0
1900.....	111.2	100.5	104.5
1901.....	110.2	100.8	103.2
1902.....	110.2	100.2	108.3
1903.....	114.4	100.2	108.9
1904.....	115.1	99.9	109.3

LOOM FIXERS, Male.

[Data for employees from 22 establishments 1890-1903. Data for hours and wages from 22 establishments 1890; 23, 1891; 24, 1892-1903. Data from 22 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	89.6	100.4	102.6
1891.....	92.5	101.0	100.4
1892.....	97.5	100.8	101.2
1893.....	95.3	99.9	103.9
1894.....	98.7	97.4	99.2
1895.....	102.2	99.6	98.0
1896.....	99.7	99.9	100.5
1897.....	108.5	99.3	99.9
1898.....	111.0	100.7	97.6
1899.....	105.7	100.9	96.4
1900.....	112.6	100.6	105.7
1901.....	117.0	100.5	105.8
1902.....	124.8	99.7	110.3
1903.....	129.6	99.8	111.4
1904.....	133.4	99.9	108.8

SPINNERS, FRAME, Female.

[Data for employees from 20 establishments 1890-1903. Data for hours and wages from 20 establishments 1890; 21, 1891; 22, 1892-1903. Data from 22 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	88.8	100.2	99.8
1891.....	88.7	101.0	99.4
1892.....	92.3	101.5	95.4
1893.....	93.9	100.3	102.1
1894.....	95.4	98.1	97.9
1895.....	94.4	100.0	99.5
1896.....	97.0	99.6	108.3
1897.....	110.9	98.8	104.1
1898.....	119.9	100.1	97.6
1899.....	118.4	100.2	95.3
1900.....	107.8	100.1	108.7
1901.....	115.2	99.5	111.8
1902.....	110.5	99.2	117.1
1903.....	120.0	98.9	123.7
1904.....	125.6	98.9	125.0

DYERS, Male.

[Data for employees from 6 establishments 1890-1903. Data for hours and wages from 6 establishments 1890, 1891; 7, 1892-1903. Data from 5 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	116.7	99.1	106.3
1891.....	118.5	98.9	107.2
1892.....	113.0	99.7	105.1
1893.....	100.0	99.6	104.1
1894.....	90.7	100.3	95.6
1895.....	88.9	100.7	92.3
1896.....	96.3	100.2	95.2
1897.....	87.0	100.6	96.9
1898.....	90.7	100.3	99.4
1899.....	92.6	100.7	97.8
1900.....	101.9	100.5	100.9
1901.....	103.7	100.0	102.3
1902.....	120.4	98.6	107.1
1903.....	118.5	98.8	107.7
1904.....	110.6	98.7	104.8

SPINNERS, FRAME, Male.

[Data for employees from 3 establishments 1890-1903. Data for hours and wages from 8 establishments 1890, 1897; 9, 1891, 1893, 1898, 1901; 10, 1894, 1896, 1899, 1903; 11, 1892, 1895, 1900, 1902. Data from 12 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	36.1	97.3	111.6
1891.....	101.4	100.5	89.7
1892.....	83.3	102.4	91.6
1893.....	101.4	100.2	89.9
1894.....	72.2	100.4	85.7
1895.....	70.8	100.9	91.2
1896.....	95.8	98.3	127.0
1897.....	120.8	99.2	109.2
1898.....	156.9	100.5	98.9
1899.....	161.1	100.3	105.8
1900.....	173.6	100.0	128.5
1901.....	119.4	99.0	135.8
1902.....	168.1	98.0	147.3
1903.....	86.1	96.4	185.9
1904.....	78.5	97.8	169.7

SPINNERS, MULE, Male.

[Data from 11 establishments.]

Average 1890-99...	100.0	100.0	100.0
1890.....	104.8	101.0	91.4
1891.....	106.2	101.0	93.2
1892.....	92.4	101.0	110.7
1893.....	94.8	99.7	114.2
1894.....	112.4	99.4	96.2
1895.....	102.9	99.7	97.8
1896.....	98.6	99.2	99.5
1897.....	95.2	99.7	102.3
1898.....	99.5	99.7	98.2
1899.....	91.0	99.7	96.4
1900.....	95.7	99.7	110.0
1901.....	98.6	99.7	110.0
1902.....	89.0	98.9	116.5
1903.....	84.3	99.0	115.2
1904.....	84.3	99.0	111.0

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

COTTON GOODS—Concluded.

WEAVERS, Male.				WEAVERS, Female.			
[Data for employees from 15 establishments 1890-1903. Data for hours and wages from 17 establishments 1890; 19, 1891, 1893, 1897, 1903; 20, 1892, 1894-1896, 1898-1902. Data from 20 establishments 1904.]				[Data for employees from 19 establishments 1890-1903. Data for hours and wages from 19 establishments 1890; 20, 1891; 21, 1892-1903. Data from 21 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	80.3	99.2	113.5	1890.....	98.7	101.1	99.1
1891.....	80.4	100.7	103.1	1891.....	103.7	101.5	98.6
1892.....	84.5	101.5	99.0	1892.....	101.6	101.8	99.7
1893.....	98.2	99.5	107.6	1893.....	101.4	100.2	105.2
1894.....	95.0	99.0	98.6	1894.....	102.7	99.6	99.6
1895.....	98.0	99.7	96.6	1895.....	102.7	99.8	98.3
1896.....	100.2	99.3	102.9	1896.....	99.6	99.6	103.5
1897.....	117.1	100.1	95.3	1897.....	97.2	98.6	100.8
1898.....	120.7	100.5	91.5	1898.....	97.6	100.3	99.4
1899.....	125.4	100.5	92.1	1899.....	94.9	100.3	96.8
1900.....	124.3	100.0	105.1	1900.....	97.0	100.1	109.8
1901.....	116.3	100.2	104.3	1901.....	91.7	99.9	109.6
1902.....	121.3	99.5	110.7	1902.....	93.0	99.6	112.2
1903.....	117.2	98.9	118.3	1903.....	87.5	99.6	114.3
1904.....	109.0	98.5	115.3	1904.....	86.1	99.7	113.5

DYEING, FINISHING, AND PRINTING TEXTILES.

BLEACHERS, Male.				CALENDREERS, Male.			
[Data from 6 establishments 1890-1903; 11 establishments 1904.]				[Data from 8 establishments 1890-1903; 10 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	79.6	101.4	99.8	1890.....	93.9	101.0	98.8
1891.....	81.5	101.4	94.6	1891.....	98.8	100.9	99.3
1892.....	96.3	100.7	97.7	1892.....	102.4	100.5	100.1
1893.....	107.4	99.6	99.7	1893.....	100.0	99.8	101.4
1894.....	95.4	99.3	99.2	1894.....	92.7	98.8	99.5
1895.....	105.6	99.6	100.2	1895.....	95.1	99.8	98.8
1896.....	100.0	99.6	102.5	1896.....	92.7	99.9	100.3
1897.....	113.0	99.0	101.6	1897.....	102.4	99.2	100.9
1898.....	101.9	99.7	102.7	1898.....	106.1	100.0	101.1
1899.....	115.7	99.8	101.7	1899.....	117.1	100.0	100.0
1900.....	122.2	99.8	102.9	1900.....	123.2	100.1	103.0
1901.....	138.9	99.5	102.2	1901.....	126.8	100.1	104.1
1902.....	159.3	99.5	103.3	1902.....	132.9	100.2	105.5
1903.....	185.2	99.8	104.2	1903.....	147.6	100.2	106.0
1904.....	198.9	99.7	103.7	1904.....	146.8	100.2	107.9

COLOR MIXERS, Male.				DYERS, Male.			
[Data for employees from 3 establishments 1890-1903. Data for hours and wages from 3 establishments 1890, 1891; 4, 1892-1903. Data from 6 establishments 1904.]				[Data from 11 establishments 1890-1903; 13 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	105.6	102.5	97.3	1890.....	95.3	102.0	99.4
1891.....	100.0	102.5	98.8	1891.....	115.0	102.0	96.5
1892.....	95.8	101.6	100.2	1892.....	106.2	101.3	98.5
1893.....	97.2	99.1	101.6	1893.....	104.7	99.8	101.8
1894.....	93.0	99.1	97.4	1894.....	98.5	97.3	98.7
1895.....	101.4	99.1	100.3	1895.....	95.3	99.9	98.9
1896.....	105.6	99.1	101.0	1896.....	97.5	99.0	101.8
1897.....	108.5	99.1	100.6	1897.....	98.7	97.6	101.4
1898.....	94.4	99.1	102.0	1898.....	94.5	100.1	101.3
1899.....	104.2	99.1	100.6	1899.....	94.8	100.2	101.6
1900.....	94.4	99.1	105.1	1900.....	93.6	100.2	104.9
1901.....	105.6	99.1	103.7	1901.....	107.4	100.1	103.8
1902.....	115.5	99.1	104.1	1902.....	99.2	100.1	106.0
1903.....	112.7	99.1	105.9	1903.....	106.6	100.1	107.6
1904.....	103.9	99.2	106.4	1904.....	97.8	100.5	108.2

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

DYEING, FINISHING, AND PRINTING TEXTILES—Concluded.**ENGRAVERS, Male.**

[Data for employees from 4 establishments 1890-1903. Data for hours and wages from 4 establishments 1890, 1891; 5, 1892-1903. Data from 5 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	101.8	101.8	99.3
1891.....	98.2	101.8	98.2
1892.....	101.8	101.3	99.1
1893.....	94.7	99.3	96.7
1894.....	91.2	99.2	98.6
1895.....	78.9	99.1	99.9
1896.....	100.0	99.3	100.4
1897.....	101.8	99.3	101.2
1898.....	108.8	99.4	103.7
1899.....	122.8	99.4	102.8
1900.....	138.6	99.3	103.6
1901.....	115.8	99.4	106.5
1902.....	124.6	99.3	105.8
1903.....	103.5	99.0	105.9
1904.....	106.7	99.6	106.6

PRINTERS, Male.

[Data for employees from 5 establishments 1890-1903. Data for hours and wages from 5 establishments 1890, 1891; 6, 1892-1903. Data from 6 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	107.3	101.7	97.0
1891.....	100.0	101.7	97.8
1892.....	94.5	101.1	100.8
1893.....	98.2	99.4	102.7
1894.....	85.5	99.4	103.2
1895.....	96.4	99.4	99.6
1896.....	96.4	99.3	100.3
1897.....	101.8	99.3	100.3
1898.....	107.3	99.4	98.1
1899.....	110.9	99.3	100.3
1900.....	103.6	99.3	100.5
1901.....	110.9	99.4	100.7
1902.....	125.5	99.4	100.8
1903.....	112.7	99.3	100.3
1904.....	106.7	100.1	100.5

ELECTRICAL APPARATUS AND SUPPLIES.**ARMATURE WINDERS, Male.**

[Data from 4 establishments 1890-1903; 7 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	68.3	100.9	98.3
1891.....	56.1	100.7	100.8
1892.....	63.4	100.8	99.3
1893.....	63.4	100.8	98.1
1894.....	97.6	101.3	94.0
1895.....	114.6	101.4	95.7
1896.....	136.6	98.3	108.3
1897.....	129.3	98.8	102.0
1898.....	129.3	98.1	101.9
1899.....	136.6	98.7	101.6
1900.....	175.6	99.4	99.7
1901.....	175.6	94.7	111.7
1902.....	187.8	94.7	109.7
1903.....	222.0	94.6	112.8
1904.....	204.0	94.4	109.9

BRASS FINISHERS, Male.

[Data from 1 establishment 1890-1903; 5 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	50.0	100.0	101.1
1891.....	56.3	100.0	100.0
1892.....	56.3	100.0	100.0
1893.....	62.5	100.0	99.1
1894.....	62.5	100.0	98.7
1895.....	75.0	100.0	97.4
1896.....	143.8	100.0	98.5
1897.....	156.3	100.0	101.0
1898.....	118.8	100.0	103.9
1899.....	200.0	100.0	100.6
1900.....	181.3	100.0	104.9
1901.....	206.3	93.2	103.8
1902.....	256.3	93.2	104.9
1903.....	262.5	93.2	105.2
1904.....	203.1	93.2	106.4

MACHINISTS, Male.

[Data from 4 establishments 1890-1903; 7 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	50.4	99.0	101.1
1891.....	57.8	99.4	100.1
1892.....	58.5	99.4	99.4
1893.....	61.5	99.5	99.4
1894.....	82.2	100.1	96.2
1895.....	112.6	100.3	102.0
1896.....	114.8	100.1	97.9
1897.....	137.8	100.6	99.4
1898.....	157.0	100.7	101.4
1899.....	165.9	100.7	103.3
1900.....	206.7	101.0	106.4
1901.....	220.7	95.3	110.8
1902.....	258.5	95.2	107.4
1903.....	284.4	95.2	108.7
1904.....	205.6	95.2	110.4

PATTERN MAKERS, Male.

[Data from 1 establishment 1890-1903; 4 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	50.0	100.0	94.0
1891.....	50.0	100.0	94.0
1892.....	50.0	100.0	94.0
1893.....	75.0	100.0	94.0
1894.....	75.0	100.0	94.0
1895.....	100.0	100.0	94.0
1896.....	125.0	100.0	94.0
1897.....	125.0	100.0	109.7
1898.....	125.0	100.0	116.0
1899.....	175.0	100.0	116.4
1900.....	230.0	100.0	99.3
1901.....	258.0	93.2	106.0
1902.....	225.0	93.2	107.2
1903.....	250.0	93.2	116.3
1904.....	263.0	93.2	116.6

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

FLOUR.

BOLTERS, Male.				LABORERS, Male.			
[Data from 11 establishments 1890-1903; 21 establishments 1904.]				[Data from 7 establishments 1890-1903; 31 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	95.7	99.9	100.9	1890.....	81.3	100.5	97.0
1891.....	95.7	99.9	100.9	1891.....	82.4	100.5	97.3
1892.....	95.7	99.9	101.4	1892.....	83.0	100.4	97.4
1893.....	95.7	99.9	101.4	1893.....	84.7	100.4	97.8
1894.....	95.7	99.9	99.6	1894.....	84.1	100.4	97.8
1895.....	95.7	99.9	100.4	1895.....	88.1	100.2	99.1
1896.....	104.3	100.1	98.8	1896.....	118.8	99.5	103.1
1897.....	108.7	100.2	98.7	1897.....	119.3	99.5	103.0
1898.....	108.7	100.2	99.0	1898.....	129.0	99.3	103.8
1899.....	108.7	100.2	99.0	1899.....	127.3	99.4	103.5
1900.....	108.7	100.2	100.8	1900.....	127.8	99.4	103.9
1901.....	108.7	100.2	103.7	1901.....	134.1	98.4	115.1
1902.....	108.7	100.2	106.6	1902.....	134.1	96.9	117.6
1903.....	108.7	100.2	106.5	1903.....	131.3	96.9	118.0
1904.....	108.7	100.4	106.6	1904.....	130.6	97.0	117.8

MILLERS, Male.				MILLWRIGHTS, Male.			
[Data from 33 establishments 1890-1903; 39 establishments 1904.]				[Data from 18 establishments 1890-1903; 26 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	92.5	99.7	100.4	1890.....	93.8	100.1	100.2
1891.....	92.5	99.7	100.6	1891.....	87.5	100.4	99.7
1892.....	94.8	99.9	100.3	1892.....	93.8	100.1	100.7
1893.....	94.8	99.9	100.4	1893.....	114.6	99.2	101.9
1894.....	96.5	100.0	99.9	1894.....	95.8	100.0	99.8
1895.....	96.5	100.0	100.2	1895.....	91.7	100.2	98.5
1896.....	106.4	100.3	99.4	1896.....	100.0	99.8	98.3
1897.....	106.4	100.5	98.7	1897.....	93.8	100.9	98.6
1898.....	109.2	100.2	100.0	1898.....	120.8	99.6	101.4
1899.....	111.0	99.8	100.2	1899.....	114.6	99.8	100.9
1900.....	112.1	99.8	101.5	1900.....	110.4	100.0	102.9
1901.....	111.6	99.8	102.1	1901.....	102.1	100.4	103.6
1902.....	116.2	95.4	107.8	1902.....	106.3	100.2	105.4
1903.....	119.1	93.0	110.7	1903.....	104.2	100.3	106.2
1904.....	119.9	93.4	111.6	1904.....	116.7	100.1	107.0

PACKERS, Male.

[Data from 15 establishments 1890-1903; 35 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	1897.....	107.4	99.3	101.6
1890.....	88.0	101.1	98.5	1898.....	118.5	98.4	103.5
1891.....	88.9	99.8	102.9	1899.....	126.9	97.8	105.3
1892.....	90.7	100.4	101.6	1900.....	134.3	97.2	107.5
1893.....	90.7	101.0	96.8	1901.....	146.3	97.5	113.7
1894.....	91.7	101.2	96.4	1902.....	151.9	97.6	114.5
1895.....	89.8	101.0	94.1	1903.....	156.5	98.0	114.6
1896.....	102.8	100.0	99.5	1904.....	143.9	96.5	114.0

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

FOUNDRY AND MACHINE SHOP.

BLACKSMITHS, Male.				BOILER MAKERS, Male.			
[Data from 166 establishments 1890-1903; 192 establishments 1904.]				[Data from 97 establishments 1890-1903; 96 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	99.5	100.5	101.4	1890.....	105.8	101.2	99.4
1891.....	100.5	100.2	101.6	1891.....	102.2	101.2	98.8
1892.....	101.2	100.5	101.2	1892.....	105.1	100.6	99.1
1893.....	101.7	99.9	101.4	1893.....	101.3	99.8	99.0
1894.....	88.4	99.3	99.1	1894.....	87.5	99.9	100.2
1895.....	93.9	100.2	98.6	1895.....	89.9	99.9	100.8
1896.....	95.1	99.7	100.1	1896.....	97.9	99.1	100.7
1897.....	93.9	99.8	98.6	1897.....	94.8	99.3	99.9
1898.....	110.2	100.2	98.0	1898.....	107.2	99.6	100.3
1899.....	115.5	99.8	99.9	1899.....	108.4	99.2	101.7
1900.....	120.7	99.6	101.7	1900.....	116.9	98.0	106.3
1901.....	130.7	97.8	104.4	1901.....	125.5	97.1	107.1
1902.....	139.2	96.8	107.7	1902.....	128.6	96.3	107.3
1903.....	142.5	95.7	111.8	1903.....	134.6	96.1	109.2
1904.....	130.6	95.5	110.2	1904.....	121.3	95.0	113.2

BOILER RIVETERS, Male.				BRASS FINISHERS, Male.			
[Data from 8 establishments 1890-1903; 16 establishments 1904.]				[Data from 20 establishments 1890-1903; 26 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	84.8	101.8	107.0	1890.....	108.7	99.9	100.7
1891.....	131.6	101.7	92.9	1891.....	104.8	99.9	102.2
1892.....	62.0	99.9	108.5	1892.....	102.5	100.1	101.4
1893.....	117.7	100.8	93.3	1893.....	103.1	100.2	99.9
1894.....	98.7	100.9	94.3	1894.....	86.5	99.7	101.1
1895.....	94.9	100.8	99.0	1895.....	94.4	99.7	100.9
1896.....	100.0	99.6	96.8	1896.....	89.6	99.9	100.0
1897.....	77.2	99.2	102.6	1897.....	96.3	100.0	98.0
1898.....	89.9	99.4	96.1	1898.....	102.2	100.2	97.5
1899.....	141.8	95.8	109.6	1899.....	111.5	100.2	98.2
1900.....	132.9	98.1	94.8	1900.....	108.4	98.5	102.0
1901.....	168.4	97.2	101.5	1901.....	120.8	98.6	104.1
1902.....	102.5	93.6	115.3	1902.....	127.5	95.1	109.6
1903.....	149.4	92.8	113.1	1903.....	142.4	92.9	111.9
1904.....	130.2	92.2	119.2	1904.....	136.9	92.1	113.3

CORE MAKERS, Male.				CORE MAKERS, Female.			
[Data for employees from 40 establishments 1890-1903. Data for hours and wages from 40 establishments 1890-1901; 41, 1902, 1903. Data from 104 establishments 1904.]				[Data from: 2 establishments 1890-1903; 5 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	95.7	100.2	100.2	1890.....	142.9	100.2	83.3
1891.....	97.0	100.2	100.3	1891.....	85.7	100.0	102.3
1892.....	97.0	100.2	100.9	1892.....	71.4	99.9	109.6
1893.....	102.4	100.2	99.0	1893.....	57.1	99.7	116.6
1894.....	95.7	99.9	97.2	1894.....	85.7	100.0	95.0
1895.....	95.7	100.2	98.1	1895.....	85.7	100.0	135.5
1896.....	95.7	100.1	100.3	1896.....	71.4	99.9	107.9
1897.....	92.7	99.4	101.2	1897.....	100.0	100.1	97.5
1898.....	107.3	99.8	101.2	1898.....	114.3	100.2	96.6
1899.....	122.0	99.7	101.4	1899.....	171.4	100.0	75.4
1900.....	134.1	99.5	102.9	1900.....	157.1	100.3	88.7
1901.....	134.1	98.4	107.0	1901.....	114.3	100.2	93.9
1902.....	154.9	97.5	105.3	1902.....	185.7	100.2	86.5
1903.....	154.9	95.7	113.0	1903.....	185.7	100.2	97.0
1904.....	128.1	94.7	116.4	1904.....	165.8	98.4	100.3

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

FOUNDRY AND MACHINE SHOP—Concluded.

LABORERS, Male.				MACHINISTS, Male.			
[Data from 128 establishments 1890-1903; 186 establishments 1904.]				[Data from 218 establishments 1890-1903; 228 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	102.6	100.3	99.6	1890.....	97.9	100.7	100.5
1891.....	100.2	100.2	101.6	1891.....	100.0	100.6	101.2
1892.....	103.2	100.2	102.2	1892.....	99.9	100.2	102.3
1893.....	98.4	100.1	101.7	1893.....	104.9	99.8	101.9
1894.....	81.1	99.4	98.2	1894.....	80.1	99.9	97.5
1895.....	93.7	100.1	98.3	1895.....	90.8	99.9	97.5
1896.....	97.8	100.0	99.6	1896.....	95.6	99.8	99.6
1897.....	94.0	99.5	99.9	1897.....	93.4	99.7	99.7
1898.....	109.1	99.9	99.2	1898.....	111.9	100.0	99.0
1899.....	119.8	100.3	99.9	1899.....	125.5	99.3	100.8
1900.....	126.8	99.7	102.7	1900.....	130.9	99.1	103.6
1901.....	135.6	97.7	104.7	1901.....	141.2	97.0	106.8
1902.....	143.5	97.1	107.0	1902.....	151.8	95.7	110.3
1903.....	154.3	96.0	111.7	1903.....	158.5	94.9	112.9
1904.....	145.1	95.7	113.2	1904.....	135.7	94.0	112.8

MOLDERS, BRASS, Male.				MOLDERS, IRON, Male.			
[Data from 38 establishments 1890-1903; 52 establishments 1904.]				[Data from 183 establishments 1890-1903; 179 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	90.5	100.0	98.4	1890.....	99.6	100.4	100.6
1891.....	96.8	99.8	99.8	1891.....	99.3	100.5	101.5
1892.....	100.9	100.1	102.3	1892.....	102.0	100.3	100.9
1893.....	100.9	100.0	101.5	1893.....	107.0	99.8	101.2
1894.....	90.9	100.0	98.5	1894.....	84.7	99.7	97.9
1895.....	93.6	100.1	96.2	1895.....	83.5	100.0	98.0
1896.....	92.3	100.0	101.1	1896.....	97.8	99.9	99.2
1897.....	97.7	100.1	100.3	1897.....	91.9	99.8	100.0
1898.....	114.1	99.9	100.9	1898.....	108.7	100.0	99.1
1899.....	122.7	100.1	101.1	1899.....	115.6	99.7	101.7
1900.....	115.9	99.5	102.9	1900.....	127.4	99.6	106.7
1901.....	133.2	99.1	107.5	1901.....	127.4	98.6	108.4
1902.....	137.3	96.8	114.0	1902.....	133.4	97.2	114.6
1903.....	142.7	94.8	117.0	1903.....	141.8	95.8	120.2
1904.....	134.8	94.0	117.3	1904.....	116.2	95.1	119.5

PATTERN MAKERS, Male.			
[Data from 161 establishments 1890-1903; 178 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	92.2	100.6	100.3
1891.....	94.1	100.6	101.0
1892.....	94.4	100.5	101.0
1893.....	101.4	99.8	102.1
1894.....	85.8	100.0	96.6
1895.....	98.8	99.9	97.7
1896.....	100.1	99.7	99.9
1897.....	96.4	99.5	99.5
1898.....	114.0	100.1	101.1
1899.....	122.3	99.3	100.9
1900.....	124.1	98.9	104.3
1901.....	120.2	97.7	106.8
1902.....	126.7	96.3	111.4
1903.....	132.9	94.8	116.2
1904.....	120.5	94.4	117.3

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

FURNITURE.

CABINETMAKERS, Male.				CARVERS, HAND, Male.			
[Data for employees from 50 establishments 1890-1903. Data for hours and wages from 50 establishments 1890-1892; 51, 1893-1903. Data from 55 establishments 1904.]				[Data from 20 establishments 1890-1903; 25 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	92.0	101.2	101.8	1890.....	83.3	103.1	97.0
1891.....	91.6	100.5	102.3	1891.....	94.9	99.8	103.2
1892.....	102.1	99.7	104.5	1892.....	121.8	96.0	113.7
1893.....	101.3	99.4	103.6	1893.....	94.9	102.6	97.7
1894.....	95.9	98.4	100.1	1894.....	91.0	99.2	95.6
1895.....	92.8	99.8	98.2	1895.....	98.7	102.2	84.6
1896.....	96.9	99.8	97.2	1896.....	91.0	101.6	95.2
1897.....	105.4	99.8	98.1	1897.....	100.0	99.5	101.0
1898.....	103.3	100.7	95.7	1898.....	102.6	99.8	99.7
1899.....	118.3	100.4	98.6	1899.....	126.9	96.4	112.3
1900.....	112.8	99.9	100.4	1900.....	94.9	101.2	102.2
1901.....	108.4	98.3	107.2	1901.....	101.3	99.4	112.3
1902.....	119.6	96.8	115.1	1902.....	124.4	97.2	119.0
1903.....	125.7	96.7	116.9	1903.....	120.5	99.8	112.7
1904.....	127.7	95.9	119.0	1904.....	117.6	97.3	115.9

FINISHERS, Male.				MACHINE WOODWORKERS, Male.			
[Data from 8 establishments 1890-1903; 21 establishments 1904.]				[Data for employees from 41 establishments 1890-1903. Data for hours and wages from 41 establishments 1890-1892; 42, 1893-1903. Data from 51 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	96.2	100.8	97.6	1890.....	99.4	101.4	100.7
1891.....	97.4	100.5	104.6	1891.....	99.5	101.0	101.1
1892.....	105.1	99.4	100.9	1892.....	98.2	100.0	101.4
1893.....	110.3	98.8	102.1	1893.....	96.3	100.0	99.8
1894.....	106.4	98.3	99.4	1894.....	93.8	98.0	98.6
1895.....	97.4	98.5	96.8	1895.....	97.1	99.4	98.6
1896.....	96.2	100.7	100.1	1896.....	102.9	99.9	99.2
1897.....	93.6	100.5	100.3	1897.....	104.4	99.3	100.4
1898.....	92.3	100.7	98.3	1898.....	102.1	100.2	99.5
1899.....	103.8	101.7	99.9	1899.....	105.5	100.8	101.1
1900.....	94.9	100.2	102.3	1890.....	112.0	100.8	102.1
1901.....	107.7	98.0	115.8	1901.....	118.8	101.1	103.0
1902.....	115.4	95.4	127.7	1902.....	115.4	100.6	108.7
1903.....	88.5	94.1	141.3	1903.....	115.7	100.3	112.2
1904.....	77.9	94.8	137.9	1904.....	124.1	99.7	111.1

SAWYERS, BAND, Male.				SAWYERS, CIRCULAR, Male.			
[Data for employees from 25 establishments 1890-1903. Data for hours and wages from 25 establishments 1890-1892; 26, 1893-1903. Data from 32 establishments 1904.]				[Data for employees from 25 establishments 1890-1903. Data for hours and wages from 25 establishments 1890-1892; 26, 1893-1903. Data from 33 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	94.4	101.4	105.2	1890.....	90.9	100.5	101.7
1891.....	94.4	100.3	102.6	1891.....	90.9	100.4	102.2
1892.....	92.6	99.5	102.7	1892.....	91.8	100.3	102.6
1893.....	98.1	100.5	101.2	1893.....	92.7	100.3	102.0
1894.....	90.7	96.3	99.1	1894.....	92.7	96.2	97.9
1895.....	96.3	99.3	98.8	1895.....	99.1	100.4	98.7
1896.....	101.9	100.8	97.7	1896.....	109.1	100.3	98.0
1897.....	101.9	100.0	98.4	1897.....	106.4	100.5	99.4
1898.....	113.0	100.0	97.1	1898.....	110.0	100.3	98.4
1899.....	118.5	101.9	97.5	1899.....	113.6	100.8	99.2
1900.....	124.1	101.3	100.5	1900.....	114.5	99.9	102.9
1901.....	129.6	100.8	103.7	1901.....	108.2	99.3	107.1
1902.....	137.0	100.8	104.4	1902.....	110.0	98.9	111.4
1903.....	135.2	100.7	105.8	1903.....	120.0	99.1	113.4
1904.....	128.9	99.6	109.5	1904.....	121.4	98.5	113.9

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904. BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

FURNITURE—Concluded.

SAWYERS, JIG, Male.				UPHOLSTERERS, Male.			
[Data from 6 establishments 1890-1903; 8 establishments 1904.]				[Data from 11 establishments 1890-1903; 18 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	100.4	92.9	1890.....	100.7	100.5	99.4
1891.....	100.0	100.1	100.5	1891.....	99.3	100.3	101.4
1892.....	100.0	100.1	98.6	1892.....	107.4	99.9	100.2
1893.....	100.0	100.1	100.9	1893.....	100.0	100.3	98.2
1894.....	100.0	100.1	100.9	1894.....	98.7	100.2	100.6
1895.....	100.0	100.1	100.3	1895.....	93.3	100.1	99.9
1896.....	100.0	100.1	98.6	1896.....	98.0	99.7	98.1
1897.....	100.0	100.1	101.9	1897.....	98.0	99.7	97.6
1898.....	100.0	100.1	100.9	1898.....	100.7	99.7	100.6
1899.....	100.0	98.9	104.4	1899.....	106.0	99.6	104.0
1900.....	100.0	95.7	107.6	1900.....	106.7	98.3	106.0
1901.....	100.0	94.6	113.8	1901.....	113.4	94.4	121.1
1902.....	100.0	93.1	124.1	1902.....	113.4	94.9	125.2
1903.....	100.0	93.1	124.1	1903.....	112.1	92.1	125.3
1904.....	100.0	92.3	132.5	1904.....	114.3	91.3	125.1

VARNISHERS, Male.

[Data for employees from 35 establishments 1890-1903. Data for hours and wages from 35 establishments 1890-1892; 36, 1893-1903. Data from 42 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0	1897.....	115.5	99.3	105.5
1890.....	86.0	101.5	97.7	1898.....	116.1	100.5	98.1
1891.....	90.0	100.8	99.2	1899.....	128.0	99.7	109.9
1892.....	97.6	100.3	98.3	1900.....	130.4	99.9	106.3
1893.....	92.7	99.8	99.2	1901.....	134.0	99.5	109.7
1894.....	87.2	97.6	100.2	1902.....	143.2	98.3	117.1
1895.....	90.3	100.2	97.3	1903.....	137.4	98.6	112.4
1896.....	95.1	100.3	94.6	1904.....	134.5	97.7	114.4

GAS.

CHARGERS, Male.				LABORERS, Male.			
[Data from 3 establishments 1890-1903.]				[Data from 3 establishments 1890-1903; 23 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	145.3	100.1	98.9	1890.....	104.3	100.0	98.7
1891.....	132.1	100.3	98.4	1891.....	68.6	100.0	98.1
1892.....	110.4	101.3	99.5	1892.....	65.7	100.0	94.1
1893.....	89.6	101.9	100.0	1893.....	57.1	100.0	99.8
1894.....	85.8	102.0	100.2	1894.....	120.0	100.0	103.9
1895.....	84.9	101.7	100.5	1895.....	82.9	100.0	98.1
1896.....	93.4	101.6	100.6	1896.....	67.1	100.0	103.3
1897.....	91.5	101.2	100.2	1897.....	164.3	100.0	103.5
1898.....	77.4	97.9	100.8	1898.....	174.3	100.0	98.7
1899.....	87.7	92.0	100.9	1899.....	101.4	100.0	101.7
1900.....	89.6	92.3	103.9	1900.....	138.6	100.0	96.6
1901.....	102.8	94.1	91.5	1901.....	111.4	100.0	105.5
1902.....	88.7	92.2	98.2	1902.....	135.7	100.0	99.7
1903.....	83.0	94.3	102.8	1903.....	182.9	100.0	99.1
1904.....	(a)	(a)	(a)	1904.....	216.2	99.5	101.9

* Chargers and retortmen combined as stokers in 1904.

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

GAS—Concluded.

PIPE FITTERS, Male.				RETORT MEN, Male.			
[Data from 4 establishments 1890-1903; 21 establishments 1904.]				[Data from 5 establishments 1890-1903.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	68.9	100.0	102.3	1890.....	122.0	102.1	98.2
1891.....	60.7	100.0	102.4	1891.....	120.2	102.3	97.2
1892.....	72.1	100.0	101.7	1892.....	117.0	102.5	102.9
1893.....	85.9	100.0	102.5	1893.....	102.8	102.2	99.2
1894.....	95.1	100.0	101.6	1894.....	100.9	101.8	99.2
1895.....	111.5	100.0	101.7	1895.....	103.2	101.1	98.5
1896.....	104.9	100.0	101.3	1896.....	107.3	101.9	98.9
1897.....	91.8	100.0	99.6	1897.....	96.3	101.9	99.3
1898.....	200.0	100.0	91.5	1898.....	67.4	91.1	103.4
1899.....	111.8	100.0	95.4	1899.....	62.4	93.1	103.1
1900.....	109.8	100.0	100.1	1900.....	78.0	87.0	104.5
1901.....	109.8	100.0	94.8	1901.....	72.0	95.6	94.2
1902.....	188.5	100.0	96.3	1902.....	71.6	89.0	126.3
1903.....	132.8	97.5	103.0	1903.....	78.9	93.2	100.1
1904.....	165.9	97.9	101.9	1904.....	(a)	(a)	(a)

GLASS.

BATCH MAKERS, Male.				BLOWERS, FLINT GLASS, Male.			
[Data from 8 establishments 1890-1903; 14 establishments 1904.]				[Data from 5 establishments 1890-1903; 7 establishments 1904.]			
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	80.7	101.4	98.6	1890.....	107.1	99.8	97.2
1891.....	103.4	100.4	98.6	1891.....	123.6	99.7	98.4
1892.....	103.4	100.4	98.6	1892.....	97.3	99.9	98.9
1893.....	103.4	100.4	99.4	1893.....	68.9	100.2	98.6
1894.....	80.7	98.8	101.9	1894.....	100.4	100.1	105.6
1895.....	80.7	98.8	101.7	1895.....	94.7	100.1	98.9
1896.....	80.7	98.8	101.9	1896.....	107.6	100.0	102.3
1897.....	103.4	100.4	99.4	1897.....	94.2	100.1	103.4
1898.....	103.4	100.4	99.9	1898.....	96.9	100.0	96.5
1899.....	110.3	100.1	100.2	1899.....	109.3	100.1	102.3
1900.....	103.4	100.4	100.5	1900.....	100.9	100.0	101.4
1901.....	103.4	100.4	100.2	1901.....	140.9	99.7	105.1
1902.....	106.0	99.7	100.6	1902.....	148.0	99.6	105.5
1903.....	100.0	100.1	103.0	1903.....	160.4	99.5	106.8
1904.....	102.1	99.9	103.4	1904.....	184.5	99.3	106.0

BLOWERS, GREEN GLASS, Male.				BLOWERS, WINDOW GLASS, Male.			
[Data from 4 establishments.]				[Data from 2 establishments 1890-1903; 3 establishments 1904.]			
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	61.3	101.3	101.1	1890.....	100.0	99.9	110.5
1891.....	109.5	99.5	98.7	1891.....	120.8	100.0	109.8
1892.....	73.0	100.2	106.4	1892.....	108.3	100.0	104.0
1893.....	59.9	101.8	99.4	1893.....	104.2	100.1	94.6
1894.....	65.3	99.7	100.2	1894.....	101.2	99.9	75.1
1895.....	76.6	99.3	97.9	1895.....	95.8	100.1	88.3
1896.....	115.3	99.4	99.3	1896.....	87.5	100.1	93.8
1897.....	131.7	99.7	96.0	1897.....	83.3	100.1	110.1
1898.....	135.6	101.5	94.7	1898.....	104.2	99.9	109.0
1899.....	168.9	97.7	106.4	1899.....	104.2	99.9	131.2
1900.....	195.9	98.1	117.3	1900.....	100.0	99.9	111.6
1901.....	175.2	98.1	125.2	1901.....	104.2	99.9	144.9
1902.....	173.0	98.1	118.1	1902.....	108.3	100.1	158.6
1903.....	191.4	98.1	120.2	1903.....	95.8	100.3	111.2
1904.....	231.0	98.1	132.2	1904.....	97.6	100.1	111.2

* Retortmen and chargers combined as stokers in 1904.

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

GLASS—Continued.

CUTTERS, WINDOW GLASS, Male.

[Data for employees from 1 establishment 1890-1903. Data for hours and wages from 2 establishments 1890-1899; 1, 1900; 2, 1901-1903. Data from 3 establishments 1904.]

Year	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	98.8	110.8
1891.....	100.0	99.5	106.5
1892.....	100.0	99.5	107.6
1893.....	100.0	98.8	101.8
1894.....	100.0	100.2	103.3
1895.....	100.0	101.1	80.0
1896.....	100.0	101.1	91.5
1897.....	100.0	101.1	91.2
1898.....	100.0	98.8	100.3
1899.....	100.0	101.1	106.8
1900.....	100.0	102.2	100.9
1901.....	112.5	100.4	114.1
1902.....	112.5	100.4	119.3
1903.....	100.0	98.8	123.9
1904.....	95.5	99.2	96.5

FLATTENERS, WINDOW GLASS, Male.

[Data from 2 establishments 1890-1903; 3 establishments 1904.]

Year	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	99.3	108.1
1891.....	100.0	99.3	106.4
1892.....	100.0	99.3	105.4
1893.....	100.0	99.3	106.8
1894.....	100.0	99.3	97.1
1895.....	83.3	101.6	74.2
1896.....	83.3	101.6	85.9
1897.....	83.3	101.6	95.9
1898.....	100.0	99.3	108.3
1899.....	100.0	99.3	111.9
1900.....	83.3	101.6	125.0
1901.....	100.0	99.3	116.4
1902.....	100.0	99.3	141.9
1903.....	100.0	99.3	143.9
1904.....	100.0	99.3	117.8

GAFFERS, FLINT GLASS, Male.

[Data from 2 establishments 1890-1903; 5 establishments 1904.]

Year	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	112.8	100.1	97.4
1891.....	110.3	100.0	99.7
1892.....	115.4	100.0	98.0
1893.....	118.0	100.0	98.5
1894.....	94.9	100.0	99.9
1895.....	92.3	100.0	101.0
1896.....	89.7	100.0	101.6
1897.....	89.7	100.0	101.7
1898.....	92.3	100.0	101.0
1899.....	89.7	100.0	101.0
1900.....	92.3	100.0	101.9
1901.....	100.0	100.0	103.4
1902.....	110.3	100.0	105.3
1903.....	112.8	100.0	105.6
1904.....	114.1	100.0	106.6

GATHERERS, FLINT GLASS, Male.

[Data from 3 establishments 1890-1903; 5 establishments 1904.]

Year	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	125.9	100.0	96.3
1891.....	125.0	100.0	97.1
1892.....	96.4	100.0	97.7
1893.....	92.0	100.0	98.4
1894.....	83.9	100.0	101.0
1895.....	92.0	100.0	99.8
1896.....	92.0	100.0	100.4
1897.....	92.0	100.0	102.8
1898.....	100.0	100.0	102.5
1899.....	103.6	100.0	103.9
1900.....	134.8	100.0	104.1
1901.....	146.4	100.0	105.3
1902.....	161.6	100.0	109.7
1903.....	208.9	100.0	114.4
1904.....	182.9	100.2	112.2

GATHERERS, WINDOW GLASS, Male.

[Data from 2 establishments 1890-1903; 3 establishments 1904.]

Year	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	96.0	100.0	104.9
1891.....	116.0	100.0	98.3
1892.....	108.0	100.0	103.3
1893.....	104.0	100.0	100.6
1894.....	104.0	100.0	92.7
1895.....	96.0	100.0	76.8
1896.....	88.0	100.0	92.0
1897.....	84.0	100.0	100.7
1898.....	108.0	100.0	115.3
1899.....	108.0	100.0	115.4
1900.....	88.0	100.0	134.0
1901.....	100.0	100.0	122.5
1902.....	104.0	100.0	165.1
1903.....	96.0	100.0	179.0
1904.....	96.0	100.0	123.3

GATHERING BOYS (BIT), Male.

[Data from 4 establishments 1890-1903; 5 establishments 1904.]

Year	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	100.0	99.7
1891.....	100.0	100.0	99.7
1892.....	104.9	99.9	99.4
1893.....	107.3	99.8	99.2
1894.....	107.3	99.8	99.2
1895.....	124.4	99.6	98.4
1896.....	119.5	99.7	98.6
1897.....	82.9	100.4	101.1
1898.....	80.5	100.5	101.3
1899.....	70.7	100.2	103.0
1900.....	70.7	101.1	102.2
1901.....	70.7	101.1	102.2
1902.....	70.7	101.1	102.2
1903.....	70.7	101.1	102.6
1904.....	64.6	100.1	109.8

TABLE II. RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 100.0. For explanation of relative figures, see page 8.]

GLASS—Concluded.

GLASSMEN, Male.

[Data from 2 establishments 1890-1903; 12 establishments 1904.]

Year	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99	100.0	100.0	100.0
1890	85.7	100.0	93.2
1891	85.7	100.0	93.2
1892	85.7	100.0	93.2
1893	85.7	100.0	93.2
1894	71.4	100.0	92.1
1895	77.6	100.0	89.8
1896	91.8	100.0	90.1
1897	102.0	100.0	93.4
1898	161.2	100.0	92.8
1899	161.2	100.0	92.8
1900	175.5	100.0	93.6
1901	111.3	100.0	97.7
1902	108.2	100.0	98.0
1903	108.2	100.0	109.1
1904	101.6	100.0	107.8

LEERSMEN, Male.

[Data from 10 establishments 1890-1903; 14 establishments 1904.]

Year	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99	100.0	100.0	100.0
1890	108.8	100.1	100.4
1891	108.8	100.1	100.4
1892	114.0	100.2	100.4
1893	108.8	100.1	99.8
1894	87.7	99.8	99.9
1895	93.0	99.9	100.1
1896	93.0	99.9	99.8
1897	94.7	99.9	99.4
1898	96.5	100.0	99.9
1899	89.5	99.8	99.8
1900	100.0	100.0	98.2
1901	110.5	100.2	99.9
1902	107.0	99.6	101.1
1903	103.5	99.5	103.1
1904	99.8	99.3	103.6

PACKERS, Male.

[Data from 5 establishments 1890-1903; 14 establishments 1904.]

Average 1890-99	100.0	100.0	100.0
1890	102.0	101.0	99.8
1891	103.0	100.0	99.6
1892	107.0	100.1	100.4
1893	108.0	100.0	100.7
1894	98.0	100.3	99.7
1895	85.0	98.3	102.6
1896	88.0	99.2	100.8
1897	102.0	100.5	98.5
1898	101.0	100.2	99.1
1899	106.0	100.4	98.5
1900	103.0	100.7	98.2
1901	102.0	100.6	101.0
1902	100.0	100.6	100.4
1903	91.0	99.5	106.3
1904	87.7	98.8	109.3

TEASERS, Male.

[Data from 9 establishments 1890-1903; 12 establishments 1904.]

Average 1890-99	100.0	100.0	100.0
1890	101.7	100.1	103.3
1891	108.5	100.5	101.5
1892	108.5	100.5	101.5
1893	106.8	100.4	102.3
1894	96.6	99.8	100.3
1895	98.3	99.9	100.1
1896	94.9	99.7	99.2
1897	96.6	99.8	98.7
1898	89.8	99.3	95.3
1899	100.0	100.0	97.6
1900	96.6	99.8	99.3
1901	96.6	99.8	99.3
1902	100.0	100.0	98.5
1903	94.9	99.7	103.3
1904	88.6	99.4	105.0

HARNESS.

COLLAR MAKERS, Male.

[Data from 17 establishments 1890-1903; 23 establishments 1904.]

Average 1890-99	100.0	100.0	100.0
1890	92.4	100.4	100.8
1891	91.0	100.4	100.4
1892	92.4	100.2	101.4
1893	95.8	99.7	100.7
1894	93.8	99.9	100.0
1895	102.1	100.0	98.6
1896	109.7	99.9	99.8
1897	108.3	100.0	99.2
1898	109.0	100.0	99.2
1899	103.5	99.5	100.0
1900	115.3	99.7	102.1
1901	111.1	99.4	107.6
1902	115.3	99.2	109.3
1903	111.8	98.3	115.3
1904	113.4	97.6	117.5

CUTTERS, Male.

[Data from 21 establishments 1890-1903; 33 establishments 1904.]

Average 1890-99	100.0	100.0	100.0
1890	92.0	100.2	100.9
1891	93.1	100.2	100.4
1892	97.7	100.3	99.6
1893	97.7	100.0	100.3
1894	98.9	99.9	99.5
1895	95.4	99.9	100.5
1896	101.1	99.9	99.7
1897	104.6	100.0	98.9
1898	106.9	99.8	100.1
1899	117.2	99.7	99.9
1900	116.1	99.9	101.4
1901	116.1	99.7	104.3
1902	124.1	98.7	105.0
1903	121.8	97.8	115.6
1904	128.0	97.8	122.7

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

HARNESS—Concluded.

FITTERS AND FINISHERS, Male.				HARNESS MAKERS, Male.			
[Data from 14 establishments 1890-1903; 22 establishments 1904.]				[Data from 14 establishments 1890-1903; 29 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	87.3	100.8	99.9	1890.....	89.8	100.4	99.1
1891.....	94.5	100.9	101.9	1891.....	91.6	100.4	99.6
1892.....	90.9	100.9	101.3	1892.....	87.4	100.1	99.8
1893.....	88.2	100.9	100.6	1893.....	90.2	99.9	100.7
1894.....	85.5	100.6	98.3	1894.....	88.8	99.9	99.2
1895.....	99.1	99.4	98.4	1895.....	97.2	99.8	98.7
1896.....	110.9	98.9	96.1	1896.....	105.1	99.7	99.5
1897.....	111.8	99.2	97.4	1897.....	110.7	99.8	99.9
1898.....	108.2	99.5	102.1	1898.....	115.3	99.8	102.1
1899.....	127.3	98.8	103.7	1899.....	124.7	100.0	101.4
1900.....	120.9	99.1	104.0	1900.....	129.3	100.0	101.9
1901.....	130.0	98.5	110.4	1901.....	128.4	99.8	102.2
1902.....	151.8	97.8	114.6	1902.....	128.4	99.4	102.7
1903.....	161.8	95.8	124.5	1903.....	133.0	99.5	105.9
1904.....	155.6	95.7	128.0	1904.....	133.0	99.0	107.4

STITCHERS, HAND, Male.				STITCHERS, MACHINE, Male.			
[Data from 9 establishments 1890-1903; 14 establishments 1904.]				[Data from 20 establishments 1890-1903; 29 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	90.6	100.0	100.5	1890.....	94.0	100.5	99.9
1891.....	90.6	100.0	100.5	1891.....	90.0	100.4	100.8
1892.....	96.9	100.0	101.4	1892.....	99.0	99.9	99.8
1893.....	103.1	100.0	101.7	1893.....	90.0	99.8	102.2
1894.....	103.1	99.7	98.1	1894.....	97.0	99.8	99.1
1895.....	100.0	100.0	97.4	1895.....	102.0	99.8	97.3
1896.....	93.8	100.0	98.8	1896.....	105.0	99.9	98.1
1897.....	96.9	100.0	101.8	1897.....	103.0	99.8	99.6
1898.....	112.5	100.1	100.1	1898.....	109.0	99.9	100.3
1899.....	125.0	100.1	99.4	1899.....	108.0	99.9	102.9
1900.....	134.4	100.1	100.1	1900.....	131.0	99.9	102.6
1901.....	153.1	100.1	101.3	1901.....	132.0	99.5	107.9
1902.....	162.5	100.1	108.9	1902.....	132.0	98.8	110.4
1903.....	159.4	99.2	116.1	1903.....	145.0	97.6	114.2
1904.....	146.7	97.6	116.2	1904.....	148.6	97.7	116.1

HATS, FUR.

BLOCKERS, Male.				COLORERS, Male.			
[Data from 4 establishments.]				[Data from 4 establishments.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	75.0	101.8	106.4	1890.....	100.0	100.0	102.7
1891.....	80.8	101.6	97.9	1891.....	112.5	100.4	98.1
1892.....	86.5	100.7	100.3	1892.....	95.8	100.4	95.8
1893.....	92.3	101.5	92.9	1893.....	129.2	100.1	96.4
1894.....	113.5	100.9	98.8	1894.....	133.3	99.4	98.9
1895.....	98.1	101.0	91.9	1895.....	79.2	99.7	100.6
1896.....	96.2	101.5	93.4	1896.....	79.2	100.0	106.3
1897.....	101.9	101.5	95.5	1897.....	79.2	100.0	101.4
1898.....	115.4	94.5	110.0	1898.....	87.5	100.1	100.8
1899.....	134.6	94.9	112.8	1899.....	104.2	100.0	99.0
1900.....	111.5	94.7	113.6	1900.....	87.5	99.7	100.4
1901.....	121.2	94.6	106.9	1901.....	112.5	99.5	100.6
1902.....	117.3	93.2	113.2	1902.....	116.7	92.2	109.6
1903.....	119.2	92.1	111.2	1903.....	129.2	90.6	112.1
1904.....	105.7	92.2	111.8	1904.....	141.7	90.7	115.5

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

HATS, FUR—Continued.

CONVEY, Male.

[Data from 5 establishments.]

Year.	Relative number of em- ployees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	96.4	100.4	99.7
1891.....	100.0	100.7	99.5
1892.....	100.0	100.7	99.5
1893.....	100.1	100.4	100.9
1894.....	104.5	101.4	99.2
1895.....	96.4	100.1	99.6
1896.....	96.4	100.6	94.3
1897.....	100.0	99.6	106.2
1898.....	104.5	99.7	99.9
1899.....	118.2	97.3	101.3
1900.....	136.4	97.1	102.7
1901.....	154.5	97.4	103.1
1902.....	140.9	92.6	120.1
1903.....	140.9	99.8	130.3
1904.....	145.9	99.7	136.0

CURLERS, Male.

[Data from 4 establishments.]

Year.	Relative number of em- ployees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	76.2	100.1	110.9
1891.....	76.2	100.3	116.8
1892.....	81.0	100.1	113.0
1893.....	85.7	100.2	101.5
1894.....	109.5	99.9	98.4
1895.....	95.2	99.9	93.2
1896.....	104.8	100.0	93.2
1897.....	114.3	99.9	90.5
1898.....	109.5	100.1	92.1
1899.....	142.9	99.5	90.4
1900.....	123.8	99.6	101.8
1901.....	123.8	99.9	106.5
1902.....	100.0	99.3	107.3
1903.....	133.3	99.4	109.7
1904.....	147.1	99.4	109.7

FEEDERS, Male.

[Data from 2 establishments.]

Average 1890-99...	100.0	100.0	100.0
1890.....	66.7	101.0	91.9
1891.....	83.3	100.1	96.6
1892.....	83.3	100.1	90.3
1893.....	83.3	100.1	92.4
1894.....	100.0	99.8	99.9
1895.....	83.3	100.1	102.9
1896.....	66.7	101.0	97.2
1897.....	133.3	99.2	124.9
1898.....	83.3	100.1	100.8
1899.....	183.3	98.4	102.7
1900.....	200.0	98.7	101.5
1901.....	216.7	98.9	100.4
1902.....	200.0	97.0	119.8
1903.....	200.0	97.0	119.6
1904.....	133.3	95.9	119.7

FEEDERS, Female.

[Data for employees from 3 establishments 1890-1903. Data for hours and wages from 3 establishments 1890-1892, 1894, 1897-1903; 4, 1893, 1895, 1896. Data from 3 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	89.5	100.4	100.8
1891.....	105.3	100.4	99.1
1892.....	105.3	100.4	99.1
1893.....	105.3	100.1	99.1
1894.....	110.5	100.4	98.7
1895.....	84.2	100.0	100.8
1896.....	89.5	100.0	99.6
1897.....	89.5	100.4	100.2
1898.....	105.3	100.3	100.2
1899.....	94.7	97.5	102.6
1900.....	89.5	97.8	101.7
1901.....	105.3	98.2	99.9
1902.....	121.1	91.2	113.1
1903.....	115.8	89.2	115.6
1904.....	136.9	88.8	121.8

FINISHERS, Male.

[Data from 6 establishments 1890-1903; 5 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	105.8	100.4	103.2
1891.....	95.7	99.3	97.6
1892.....	94.2	99.8	99.1
1893.....	91.7	99.8	98.4
1894.....	85.2	100.4	100.7
1895.....	85.9	100.0	101.3
1896.....	92.8	100.1	99.8
1897.....	101.3	99.6	98.0
1898.....	109.4	100.2	98.7
1899.....	131.7	100.5	103.4
1900.....	141.5	100.2	102.9
1901.....	149.5	100.5	106.4
1902.....	170.0	98.5	114.6
1903.....	183.4	95.7	116.8
1904.....	148.1	97.9	110.8

FLANGERS, Male.

[Data from 3 establishments 1890-1903; 4 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	92.9	100.8	124.0
1891.....	78.6	100.4	101.8
1892.....	78.6	100.4	109.5
1893.....	71.4	99.4	91.8
1894.....	92.9	99.5	113.7
1895.....	78.6	99.6	88.2
1896.....	85.7	99.9	97.5
1897.....	78.6	100.4	92.5
1898.....	142.9	100.3	89.4
1899.....	178.6	99.3	91.6
1900.....	250.0	99.9	90.6
1901.....	300.0	98.6	91.9
1902.....	250.0	95.7	108.9
1903.....	242.9	92.4	95.3
1904.....	219.2	93.5	96.4

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

HATS, FUR—Continued.

FUR BLOWERS, Male.				HARDENERS, Male.			
[Data from 3 establishments 1890-1903; 4 establishments 1904.]				[Data from 5 establishments.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	90.0	100.2	103.9	1890.....	90.5	100.5	107.0
1891.....	100.0	100.2	96.1	1891.....	104.8	100.6	100.6
1892.....	120.0	100.3	96.4	1892.....	104.8	100.6	102.6
1893.....	100.0	100.2	100.0	1893.....	104.8	100.6	100.3
1894.....	80.0	100.1	95.9	1894.....	104.8	100.6	100.0
1895.....	90.0	100.2	101.0	1895.....	85.7	100.4	103.1
1896.....	90.0	100.2	101.0	1896.....	100.0	100.2	97.4
1897.....	80.0	100.1	100.7	1897.....	104.8	99.5	99.9
1898.....	90.0	100.2	96.7	1898.....	109.5	99.6	95.3
1899.....	130.0	98.4	108.4	1899.....	109.5	97.4	93.7
1900.....	190.0	98.6	107.2	1900.....	109.5	97.3	94.5
1901.....	200.0	98.7	106.4	1901.....	123.8	97.9	96.7
1902.....	190.0	91.2	119.6	1902.....	119.0	92.3	109.0
1903.....	200.0	89.5	131.1	1903.....	119.0	92.3	110.0
1904.....	219.0	89.3	141.1	1904.....	142.8	92.3	115.0

POUNCERS, Male.				SIZERS, Male.			
[Data from 4 establishments.]				[Data from 5 establishments.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	104.2	100.2	104.6	1890.....	89.1	101.9	109.7
1891.....	100.0	100.1	106.2	1891.....	97.7	101.4	105.0
1892.....	91.7	100.4	86.6	1892.....	71.3	101.3	110.9
1893.....	112.5	100.3	95.6	1893.....	88.4	101.1	96.4
1894.....	112.5	100.3	92.1	1894.....	106.6	100.4	102.5
1895.....	91.7	100.1	93.8	1895.....	100.0	100.3	98.7
1896.....	83.3	99.8	106.9	1896.....	104.3	101.0	89.3
1897.....	70.8	99.7	105.6	1897.....	102.6	101.0	91.3
1898.....	108.3	99.5	111.0	1898.....	116.8	95.9	96.5
1899.....	137.5	99.6	97.4	1899.....	124.4	95.8	99.9
1900.....	212.5	100.2	100.0	1900.....	150.5	96.6	108.3
1901.....	275.0	100.3	90.6	1901.....	155.4	96.9	111.1
1902.....	383.3	91.4	88.7	1902.....	141.9	94.0	114.1
1903.....	379.2	89.8	96.4	1903.....	152.5	92.1	128.1
1904.....	379.2	90.5	91.5	1904.....	157.7	93.3	125.8

STIFFENERS, Male.				TRIMMERS, Female.			
[Data from 3 establishments 1890-1903; 4 establishments 1904.]				[Data from 4 establishments 1890-1903; 5 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	80.0	100.6	91.4	1890.....	63.9	101.1	108.0
1891.....	80.0	100.6	85.8	1891.....	78.7	101.5	105.0
1892.....	80.0	100.6	92.8	1892.....	71.0	101.0	105.9
1893.....	120.0	99.6	94.1	1893.....	90.3	99.6	102.2
1894.....	80.0	100.6	101.7	1894.....	114.2	99.4	97.3
1895.....	100.0	100.1	103.9	1895.....	93.5	99.6	89.7
1896.....	140.0	99.4	108.1	1896.....	98.7	98.7	97.5
1897.....	140.0	99.4	106.7	1897.....	116.1	99.4	97.5
1898.....	120.0	99.6	108.3	1898.....	123.2	99.9	97.4
1899.....	120.0	99.6	107.3	1899.....	151.6	99.8	99.6
1900.....	120.0	99.6	113.0	1900.....	165.2	100.0	103.9
1901.....	60.0	101.9	124.7	1901.....	165.8	100.1	98.3
1902.....	100.0	96.6	104.1	1902.....	151.6	96.2	100.1
1903.....	100.0	94.9	120.8	1903.....	146.5	93.8	98.4
1904.....	110.0	94.9	122.6	1904.....	150.2	94.4	104.2

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

IRON AND STEEL, BAR IRON AND STEEL.

CATCHERS, Male.

[Data for employees from 12 establishments 1890-1903. Data for hours and wages from 13 establishments 1890, 1894, 1895; 14, 1891-1893, 1896-1898; 15, 1899; 16, 1900-1903. Data from 17 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	93.8	102.8	116.1
1891.....	93.8	101.4	104.8
1892.....	96.9	101.4	99.8
1893.....	112.5	100.8	91.8
1894.....	103.1	101.3	87.4
1895.....	109.4	100.0	87.8
1896.....	87.5	100.8	101.7
1897.....	96.9	97.8	98.4
1898.....	100.0	97.6	94.0
1899.....	103.1	96.2	118.4
1900.....	103.1	97.0	121.2
1901.....	103.1	96.9	120.7
1902.....	112.5	98.4	137.4
1903.....	118.8	98.3	144.7
1904.....	106.6	97.0	131.4

HEATERS, Male.

[Data for employees from 12 establishments 1890-1903. Data for hours and wages from 13 establishments 1890, 1894, 1895; 14, 1891-1893, 1896-1898; 15, 1899; 16, 1900-1903. Data from 19 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	95.9	103.3	116.9
1891.....	100.0	101.8	106.5
1892.....	98.0	102.2	98.0
1893.....	100.0	101.7	92.1
1894.....	91.8	101.8	94.2
1895.....	104.1	101.0	88.0
1896.....	93.9	101.3	95.4
1897.....	106.1	95.7	97.6
1898.....	100.0	96.0	98.5
1899.....	102.0	95.1	112.6
1900.....	110.2	96.3	119.7
1901.....	93.9	99.7	109.8
1902.....	95.9	99.9	116.9
1903.....	108.2	99.2	121.1
1904.....	105.6	98.7	111.3

HEATERS' HELPERS, Male.

[Data for employees from 11 establishments 1890-1903. Data for hours and wages from 12 establishments 1890, 1894, 1895; 13, 1891-1893, 1896-1898; 14, 1899; 15, 1900-1903. Data from 18 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	103.9	118.2
1891.....	105.7	102.4	101.7
1892.....	103.8	102.6	99.1
1893.....	107.5	102.5	96.6
1894.....	103.8	100.3	90.9
1895.....	96.2	100.9	93.5
1896.....	92.5	100.1	96.2
1897.....	96.2	96.1	94.9
1898.....	96.2	96.0	96.9
1899.....	98.1	95.3	111.8
1900.....	101.9	98.3	119.0
1901.....	86.8	101.1	116.6
1902.....	90.6	101.0	127.8
1903.....	92.5	100.7	135.8
1904.....	83.5	100.9	127.0

HOT STRAIGHTENERS, Male.

[Data for employees from 11 establishments 1890-1903. Data for hours and wages from 11 establishments 1890; 12, 1891-1899; 13, 1900-1903. Data from 16 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	101.5	102.8	102.0
1891.....	101.5	101.4	102.6
1892.....	101.5	101.5	96.9
1893.....	101.5	101.5	98.9
1894.....	97.0	101.8	87.1
1895.....	100.0	101.0	103.7
1896.....	100.0	101.2	108.2
1897.....	95.5	98.1	91.7
1898.....	98.5	95.4	96.2
1899.....	103.0	95.4	112.9
1900.....	111.9	96.1	110.7
1901.....	111.9	96.2	120.0
1902.....	113.4	96.6	140.3
1903.....	114.9	95.5	136.1
1904.....	105.0	94.3	120.4

ROLLERS, Male.

[Data for employees from 12 establishments 1890-1903. Data for hours and wages from 13 establishments 1890, 1894, 1895; 14, 1891-1893, 1896-1899; 15, 1900-1903. Data from 16 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	103.4	101.5	102.8
1891.....	93.1	101.3	105.1
1892.....	96.6	101.6	99.6
1893.....	117.2	100.0	92.6
1894.....	103.4	101.1	89.0
1895.....	103.4	100.5	89.7
1896.....	93.1	100.9	98.8
1897.....	96.6	97.7	106.0
1898.....	96.6	97.7	102.0
1899.....	100.0	97.6	114.5
1900.....	113.8	98.6	119.5
1901.....	103.4	99.0	124.9
1902.....	110.3	99.0	134.0
1903.....	113.8	98.9	136.8
1904.....	101.8	98.9	129.5

ROUGHERS, Male.

[Data for employees from 12 establishments 1890-1903. Data for hours and wages from 13 establishments 1890, 1894, 1895; 14, 1891-1893, 1896-1898; 15, 1899; 16, 1900-1903. Data from 20 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	101.8	101.9	105.6
1891.....	96.5	101.3	108.9
1892.....	93.0	101.5	106.5
1893.....	96.5	101.6	102.3
1894.....	101.8	101.3	92.0
1895.....	108.8	100.9	87.5
1896.....	96.5	101.5	95.6
1897.....	94.7	97.3	99.5
1898.....	107.0	96.8	90.0
1899.....	103.5	95.9	112.1
1900.....	112.3	97.3	119.3
1901.....	105.3	97.6	126.1
1902.....	101.8	97.8	140.4
1903.....	107.0	97.5	144.4
1904.....	98.6	97.3	134.2

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

IRON AND STEEL, BESSEMER CONVERTING.

BLOWERS, Male.

[Data for employees from 6 establishments 1890-1903. Data for hours and wages from 6 establishments 1890; 7, 1891, 1894-1896; 8, 1892, 1893, 1897-1900; 9, 1901-1903. Data from 10 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	91.7	104.3	85.3
1891.....	100.0	97.3	101.3
1892.....	100.0	101.6	92.4
1893.....	100.0	99.2	98.1
1894.....	100.0	99.3	97.7
1895.....	100.0	99.9	102.0
1896.....	100.0	99.9	108.3
1897.....	100.0	99.6	101.1
1898.....	100.0	99.6	104.0
1899.....	100.0	99.6	110.8
1900.....	116.7	88.5	121.4
1901.....	116.7	90.4	129.6
1902.....	116.7	90.4	134.7
1903.....	125.0	89.5	144.4
1904.....	141.3	82.2	133.1

BOTTOM MAKERS, Male.

[Data for employees from 5 establishments 1890-1903. Data for hours and wages from 5 establishments 1890; 7, 1891-1893, 1897-1900; 6, 1894-1896; 8, 1901-1903. Data from 10 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	91.7	103.7	126.0
1891.....	100.0	99.8	117.7
1892.....	100.0	101.6	120.3
1893.....	100.0	100.7	105.8
1894.....	100.0	99.3	98.6
1895.....	100.0	99.3	100.4
1896.....	100.0	99.3	95.2
1897.....	100.0	98.7	78.2
1898.....	100.0	98.9	79.8
1899.....	100.0	98.7	78.0
1900.....	100.0	94.0	90.2
1901.....	100.0	94.9	105.5
1902.....	100.0	94.9	115.4
1903.....	91.7	99.7	122.2
1904.....	88.9	98.8	101.7

LADLE LINERS, Male.

[Data for employees from 6 establishments 1890-1903. Data for hours and wages from 6 establishments 1890; 7, 1891, 1894-1896; 8, 1892, 1893, 1897-1900; 9, 1901-1903. Data from 10 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	106.7	91.5	122.4
1891.....	100.0	101.1	111.4
1892.....	100.0	100.7	117.7
1893.....	106.7	97.6	113.7
1894.....	100.0	103.4	92.4
1895.....	100.0	103.4	95.1
1896.....	100.0	103.4	89.5
1897.....	106.7	98.0	86.4
1898.....	100.0	102.9	81.2
1899.....	106.7	98.0	90.0
1900.....	113.3	93.8	101.0
1901.....	113.3	95.1	108.4
1902.....	113.3	95.1	116.4
1903.....	120.0	99.8	127.6
1904.....	106.7	97.7	106.8

MELTERS, Male.

[Data for employees from 5 establishments 1890-1903. Data for hours and wages from 5 establishments 1890; 6, 1891, 1894-1896; 7, 1892, 1893, 1897-1900; 8, 1901-1903. Data from 10 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	93.9	117.4
1891.....	121.4	95.1	121.6
1892.....	100.0	104.9	112.8
1893.....	100.0	101.5	102.5
1894.....	100.0	100.1	93.2
1895.....	100.0	100.1	94.1
1896.....	100.0	100.1	85.4
1897.....	100.0	101.4	87.0
1898.....	100.0	101.4	92.4
1899.....	100.0	101.4	93.8
1900.....	150.0	92.7	106.8
1901.....	121.4	105.4	97.4
1902.....	121.4	105.4	109.7
1903.....	121.4	105.4	122.3
1904.....	148.7	93.4	98.2

STEEL POURERS, Male.

[Data for employees from 6 establishments 1890-1903. Data for hours and wages from 6 establishments 1890; 7, 1891, 1894-1896; 8, 1892, 1893, 1897-1900; 9, 1901-1903. Data from 10 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	96.1	112.0
1891.....	100.0	97.7	123.1
1892.....	100.0	101.2	118.2
1893.....	100.0	97.8	106.8
1894.....	100.0	97.7	94.9
1895.....	100.0	97.7	94.4
1896.....	94.1	103.1	81.7
1897.....	94.1	102.9	86.6
1898.....	94.1	102.9	88.0
1899.....	94.1	102.9	94.3
1900.....	117.6	85.8	109.0
1901.....	117.6	87.7	122.2
1902.....	117.6	87.7	133.6
1903.....	117.6	87.7	137.8
1904.....	114.1	86.5	121.2

VESSEL MEN, Male.

[Data for employees from 6 establishments 1890-1903. Data for hours and wages from 6 establishments 1890; 7, 1891, 1894-1896; 8, 1892, 1893, 1897-1900; 9, 1901-1903. Data from 10 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	107.1	100.1	116.9
1891.....	107.1	97.7	120.1
1892.....	107.1	100.7	112.6
1893.....	107.1	98.2	106.3
1894.....	100.0	100.7	100.0
1895.....	100.0	100.7	98.0
1896.....	100.0	100.7	94.8
1897.....	100.0	100.4	78.3
1898.....	100.0	100.4	83.3
1899.....	100.0	100.4	89.6
1900.....	114.3	92.7	108.7
1901.....	114.3	93.9	115.7
1902.....	114.3	93.9	126.0
1903.....	114.3	93.9	136.3
1904.....	99.7	87.8	127.1

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

IRON AND STEEL, BLAST FURNACE.

CINDER SNAPPERS, Male.

[Data for employees from 18 establishments 1890-1903. Data for hours and wages from 19 establishments 1890-1893, 1896-1903; 18, 1894, 1895. Data from 22 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	103.8	100.0	102.6
1891.....	100.0	100.0	102.7
1892.....	102.5	100.0	105.7
1893.....	97.5	100.0	102.9
1894.....	96.9	100.0	90.8
1895.....	100.6	100.0	98.3
1896.....	99.4	100.0	102.5
1897.....	98.1	100.0	93.4
1898.....	99.4	100.0	95.3
1899.....	100.6	100.0	106.1
1900.....	101.9	100.0	109.9
1901.....	107.5	100.0	112.9
1902.....	97.5	100.0	113.0
1903.....	98.1	100.0	116.9
1904.....	98.6	98.6	114.2

HOT BLAST MEN, Male.

[Data for employees from 17 establishments 1890-1903. Data for hours and wages from 18 establishments 1890-1893, 1896-1903; 17, 1894, 1895. Data from 22 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	97.0	100.0	104.0
1891.....	98.5	100.0	104.1
1892.....	104.5	100.0	105.8
1893.....	101.5	100.0	104.2
1894.....	98.5	100.0	92.5
1895.....	97.0	100.0	94.8
1896.....	101.5	100.0	99.1
1897.....	98.5	100.0	96.3
1898.....	101.5	100.0	96.4
1899.....	101.5	100.0	102.9
1900.....	104.5	100.0	109.0
1901.....	106.1	100.0	109.1
1902.....	112.1	100.0	113.8
1903.....	113.6	100.0	118.0
1904.....	116.7	100.0	114.0

KEEPERS, Male.

[Data for employees from 18 establishments 1890-1903. Data for hours and wages from 19 establishments 1890-1893, 1896-1903; 18, 1894, 1895. Data from 22 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	92.7	100.0	106.3
1891.....	95.1	100.0	108.5
1892.....	106.1	100.0	108.8
1893.....	98.8	100.0	106.5
1894.....	100.0	100.0	92.5
1895.....	100.0	100.0	97.3
1896.....	96.3	100.0	99.0
1897.....	96.3	100.0	91.2
1898.....	104.9	100.0	91.1
1899.....	106.1	100.0	98.7
1900.....	104.9	100.0	103.6
1901.....	109.8	100.0	104.1
1902.....	114.6	100.0	108.9
1903.....	113.4	100.0	111.8
1904.....	114.4	100.0	105.4

KEEPERS' HELPERS, Male.

[Data for employees from 18 establishments 1890-1903. Data for hours and wages from 19 establishments 1890-1893, 1896-1903; 18, 1894, 1895. Data from 22 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	89.7	100.0	105.1
1891.....	89.7	100.0	107.1
1892.....	108.1	100.0	108.3
1893.....	99.1	100.0	108.9
1894.....	99.6	100.0	88.6
1895.....	98.2	100.0	98.6
1896.....	98.7	100.0	100.9
1897.....	99.6	100.0	90.9
1898.....	105.8	100.0	92.2
1899.....	109.4	100.0	101.4
1900.....	107.6	100.0	105.3
1901.....	113.9	100.0	105.6
1902.....	114.8	100.0	109.8
1903.....	107.2	100.0	113.4
1904.....	103.0	100.0	106.0

TOP FILLERS, Male.

[Data for employees from 16 establishments 1890-1903. Data for hours and wages from 17 establishments 1890-1893, 1896-1903; 16, 1894, 1895. Data from 19 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	87.5	100.0	103.8
1891.....	92.3	100.0	103.9
1892.....	109.5	100.0	106.8
1893.....	101.8	100.0	105.4
1894.....	104.2	100.0	92.5
1895.....	105.4	100.0	93.7
1896.....	98.8	100.0	99.1
1897.....	98.8	100.0	95.1
1898.....	101.2	100.0	94.7
1899.....	103.0	100.0	105.1
1900.....	101.8	100.0	108.7
1901.....	95.2	100.0	108.6
1902.....	82.1	100.0	116.3
1903.....	76.2	100.0	112.0
1904.....	68.2	99.2	108.2

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

LEATHER.

COLORERS, Male.				FLESHERS, Male.			
[Data from 14 establishments 1890-1903; 23 establishments 1904.]				[Data for employees from 31 establishments 1890-1903. Data for hours and wages from 31 establishments 1890-1891; 32, 1892-1903. Data from 38 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	94.3	100.1	95.4	1890.....	103.8	100.0	105.8
1891.....	91.5	100.0	97.1	1891.....	98.9	99.9	104.6
1892.....	111.3	99.7	98.2	1892.....	106.0	99.9	104.4
1893.....	74.5	100.2	99.7	1893.....	98.9	100.0	103.8
1894.....	118.9	99.9	98.4	1894.....	98.4	100.0	97.2
1895.....	110.4	99.9	99.2	1895.....	103.3	100.1	95.7
1896.....	81.1	100.1	102.9	1896.....	94.5	100.1	98.2
1897.....	88.7	100.1	105.4	1897.....	93.4	100.1	96.1
1898.....	101.9	100.1	102.4	1898.....	94.5	100.1	97.2
1899.....	126.4	99.9	101.2	1899.....	109.9	99.9	97.3
1900.....	119.8	100.0	103.6	1900.....	106.6	99.9	101.0
1901.....	104.7	99.7	105.6	1901.....	104.9	100.0	102.4
1902.....	95.3	99.5	109.0	1902.....	111.5	100.0	103.4
1903.....	104.7	99.6	110.6	1903.....	122.0	100.7	105.3
1904.....	94.7	100.0	111.0	1904.....	109.1	99.4	107.5

GLAZERS, Male.				GLAZERS, Female.			
[Data for employees from 9 establishments 1890-1903. Data for hours and wages from 10 establishments 1890, 1891, 1894-1903; 9, 1892, 1893. Data from 18 establishments 1904.]				[Data for employees from 1 establishment 1890-1903. Data for hours and wages from 1 establishment 1890, 1891; 2, 1892-1894; 3, 1895-1903. Data from 6 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	58.7	99.9	97.8	1890.....	17.1	100.1	101.1
1891.....	77.8	99.9	96.4	1891.....	46.3	100.1	98.5
1892.....	86.8	99.8	98.4	1892.....	48.8	100.1	94.6
1893.....	74.6	99.8	91.3	1893.....	12.2	100.1	92.5
1894.....	103.2	99.9	96.0	1894.....	24.4	100.1	98.1
1895.....	101.1	100.1	106.2	1895.....	85.4	99.9	97.8
1896.....	128.6	100.2	100.9	1896.....	68.3	99.9	106.4
1897.....	126.5	100.2	101.1	1897.....	109.8	99.9	108.9
1898.....	110.1	100.2	105.6	1898.....	363.4	100.0	97.5
1899.....	134.4	100.0	106.5	1899.....	231.7	99.9	104.4
1900.....	142.3	100.0	105.1	1900.....	261.0	100.0	107.2
1901.....	133.3	100.2	114.5	1901.....	212.2	100.0	116.5
1902.....	127.5	100.1	117.5	1902.....	168.3	100.0	126.6
1903.....	171.4	100.2	130.1	1903.....	241.5	100.0	125.1
1904.....	160.9	100.1	125.5	1904.....	405.8	100.0	133.6

LIMERS, Male.				ROLLERS, Male.			
[Data for employees from 29 establishments 1890-1903. Data for hours and wages from 29 establishments 1890, 1891; 30, 1892-1903. Data from 38 establishments 1904.]				[Data from 6 establishments 1890-1903; 14 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	91.9	99.6	105.5	1890.....	100.0	100.0	100.0
1891.....	95.7	99.6	103.5	1891.....	100.0	100.0	100.0
1892.....	102.7	99.7	104.3	1892.....	100.0	100.0	100.0
1893.....	87.1	99.6	102.8	1893.....	100.0	100.0	99.6
1894.....	94.6	99.8	98.4	1894.....	100.0	100.0	99.6
1895.....	98.4	100.1	97.9	1895.....	105.3	99.9	101.1
1896.....	96.2	100.1	96.1	1896.....	100.0	100.0	99.6
1897.....	105.9	100.6	96.5	1897.....	100.0	100.0	99.6
1898.....	103.8	100.5	95.8	1898.....	100.0	100.0	99.6
1899.....	123.1	100.5	99.9	1899.....	105.3	99.9	101.1
1900.....	120.4	100.5	101.9	1900.....	110.5	100.0	100.2
1901.....	125.8	100.6	101.4	1901.....	121.1	100.0	103.5
1902.....	133.9	100.6	105.1	1902.....	121.1	100.0	106.1
1903.....	148.4	100.3	106.4	1903.....	121.1	100.0	106.1
1904.....	145.2	99.6	106.1	1904.....	121.1	95.5	113.6

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

LEATHER—Concluded.

SETTERS OUT, Male.				SHAVERS, Male.			
[Data from 15 establishments 1890-1903; 28 establishments 1904.]				[Data from 16 establishments 1890-1903; 24 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	84.0	100.2	103.6	1890.....	95.6	100.4	112.2
1891.....	91.8	100.1	103.0	1891.....	115.6	100.5	114.0
1892.....	117.2	100.0	98.6	1892.....	114.4	100.4	111.9
1893.....	66.8	100.5	107.8	1893.....	96.7	99.6	115.0
1894.....	116.4	99.9	96.5	1894.....	97.8	99.5	101.0
1895.....	109.7	100.0	96.5	1895.....	94.4	99.5	97.2
1896.....	63.4	100.1	99.9	1896.....	78.9	99.2	89.0
1897.....	118.3	99.8	96.9	1897.....	87.8	100.3	86.5
1898.....	107.5	99.9	95.4	1898.....	111.1	100.4	84.7
1899.....	127.2	99.4	101.9	1899.....	104.4	100.2	88.2
1900.....	124.3	99.5	101.5	1900.....	112.2	100.3	87.5
1901.....	131.0	99.6	103.0	1901.....	113.3	100.2	89.4
1902.....	122.0	99.6	102.7	1902.....	97.8	100.3	92.3
1903.....	114.9	99.6	105.5	1903.....	108.9	100.3	94.3
1904.....	103.3	99.2	108.3	1904.....	115.2	101.0	96.9

STAKERS, Male.				TAN YARD HANDS, Male.			
[Data from 8 establishments 1890-1903; 17 establishments 1904.]				[Data from 19 establishments 1890-1903; 37 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	69.5	100.1	92.1	1890.....	91.7	99.5	103.5
1891.....	89.2	99.9	100.8	1891.....	92.6	99.2	105.1
1892.....	112.6	99.9	105.3	1892.....	101.8	99.4	105.3
1893.....	108.6	99.9	105.0	1893.....	102.5	99.6	103.8
1894.....	104.2	100.0	102.1	1894.....	97.7	99.7	96.2
1895.....	111.4	100.0	102.4	1895.....	98.6	100.0	96.6
1896.....	89.8	100.0	100.0	1896.....	92.8	100.2	97.0
1897.....	96.4	100.1	96.0	1897.....	98.0	100.6	97.8
1898.....	107.2	100.2	94.9	1898.....	111.3	101.1	95.5
1899.....	114.4	100.0	101.6	1899.....	112.4	100.5	97.0
1900.....	96.2	100.1	71.6	1900.....	108.8	100.5	100.2
1901.....	123.4	100.1	76.5	1901.....	114.0	100.5	101.0
1902.....	77.8	100.2	74.1	1902.....	109.0	100.5	104.5
1903.....	83.8	100.3	73.4	1903.....	113.7	100.3	107.1
1904.....	83.5	100.0	75.1	1904.....	125.5	99.8	108.2

UNHAIRERS, Male.

[Data from 11 establishments 1890-1903; 30 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	1897.....	106.7	100.8	99.7
1890.....	91.6	99.5	105.0	1898.....	112.3	100.8	97.2
1891.....	89.4	99.6	104.4	1899.....	108.9	100.8	96.0
1892.....	95.5	99.4	104.4	1900.....	114.5	100.7	99.1
1893.....	103.4	99.4	102.0	1901.....	124.0	100.8	101.2
1894.....	95.0	99.6	95.0	1902.....	129.1	100.7	105.6
1895.....	94.4	100.2	96.6	1903.....	126.8	99.8	105.8
1896.....	102.2	99.9	98.4	1904.....	108.7	99.9	104.1

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

LIQUORS, MALT.

BOTTLEERS, Male.

[Data from 23 establishments 1890-1903; 40 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	95.0	100.1	98.3
1891.....	90.4	100.1	102.7
1892.....	96.0	100.1	99.5
1893.....	99.8	100.1	98.2
1894.....	100.7	100.1	100.6
1895.....	87.2	100.1	101.6
1896.....	100.5	100.1	99.4
1897.....	103.2	100.0	99.8
1898.....	105.4	99.1	99.9
1899.....	121.6	100.1	99.9
1900.....	321.1	92.8	117.9
1901.....	187.8	93.2	115.8
1902.....	208.6	91.2	124.4
1903.....	243.6	91.6	127.3
1904.....	244.6	90.6	131.3

CELLAR MEN, Male.

[Data from 47 establishments 1890-1903; 57 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	97.2	100.6	96.5
1891.....	96.6	100.3	97.9
1892.....	101.0	100.4	98.2
1893.....	101.0	100.2	99.7
1894.....	98.2	100.2	100.3
1895.....	98.4	100.2	100.5
1896.....	99.1	100.1	101.3
1897.....	104.2	99.8	101.3
1898.....	102.1	99.2	101.9
1899.....	101.5	98.9	102.4
1900.....	105.2	97.4	104.7
1901.....	104.2	95.4	107.6
1902.....	106.4	92.4	113.6
1903.....	109.2	90.2	117.0
1904.....	114.2	89.4	118.7

COOPERS, Male.

[Data from 32 establishments 1890-1903; 41 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	69.6	101.1	99.0
1891.....	70.6	100.6	100.2
1892.....	75.9	101.0	98.6
1893.....	110.2	101.5	98.1
1894.....	114.9	101.5	99.4
1895.....	116.8	101.3	100.2
1896.....	108.3	97.2	100.1
1897.....	119.1	101.1	99.8
1898.....	103.3	97.2	102.7
1899.....	110.9	97.5	101.6
1900.....	94.7	98.2	107.4
1901.....	102.0	91.8	115.1
1902.....	103.0	85.9	125.7
1903.....	106.6	85.7	126.8
1904.....	103.4	85.3	127.4

DRIVERS, Male.

[Data from 46 establishments 1890-1903; 58 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	89.4	100.3	99.0
1891.....	93.6	100.1	99.9
1892.....	94.9	100.1	99.3
1893.....	99.1	100.0	100.0
1894.....	96.4	100.0	100.3
1895.....	101.9	100.1	100.2
1896.....	105.0	100.1	100.2
1897.....	107.1	99.8	100.3
1898.....	105.0	99.7	100.2
1899.....	108.0	99.7	100.5
1900.....	108.5	99.2	102.3
1901.....	112.4	98.1	104.3
1902.....	113.6	97.2	107.0
1903.....	117.4	96.9	107.5
1904.....	120.7	98.3	107.2

FERMENTERS, Male.

[Data from 32 establishments 1890-1903; 45 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	86.6	102.2	97.9
1891.....	94.9	100.5	96.3
1892.....	92.4	100.5	98.2
1893.....	105.1	100.2	99.1
1894.....	107.6	100.3	99.4
1895.....	107.0	99.9	100.3
1896.....	100.6	99.9	100.5
1897.....	101.9	99.4	101.4
1898.....	101.3	98.6	103.4
1899.....	103.8	98.6	103.4
1900.....	108.3	96.2	106.8
1901.....	105.7	93.6	110.3
1902.....	110.2	90.2	116.2
1903.....	117.2	88.8	119.7
1904.....	120.6	88.4	121.7

KETTLE MEN, Male.

[Data from 43 establishments 1890-1903; 56 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	96.6	101.2	98.0
1891.....	96.6	100.5	97.6
1892.....	100.6	100.5	97.8
1893.....	100.6	100.3	97.9
1894.....	103.4	100.4	98.9
1895.....	101.7	100.1	100.4
1896.....	99.4	100.0	101.0
1897.....	99.4	99.3	102.6
1898.....	102.9	98.9	103.8
1899.....	100.6	98.9	103.8
1900.....	105.7	97.7	105.1
1901.....	104.6	95.7	108.6
1902.....	108.6	90.8	115.4
1903.....	114.9	88.9	119.2
1904.....	114.4	88.3	122.1

TABLE II. RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

LIQUORS, MALT—Concluded.

MALT HOUSE MEN.				WASHERS, Male.			
[Data from 21 establishments 1890-1903; 25 establishments 1904.]				[Data from 46 establishments 1890-1903; 56 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	107.9	100.0	98.0	1890.....	100.0	100.5	98.5
1891.....	99.0	99.9	99.5	1891.....	101.6	100.3	98.6
1892.....	95.4	101.0	96.6	1892.....	103.3	100.5	98.1
1893.....	97.4	100.7	98.7	1893.....	112.6	100.7	98.5
1894.....	107.3	100.8	98.2	1894.....	107.7	100.6	98.7
1895.....	99.7	100.9	98.7	1895.....	103.1	100.3	99.8
1896.....	102.3	100.8	100.1	1896.....	94.2	100.2	101.1
1897.....	97.7	99.9	101.8	1897.....	92.0	99.8	101.4
1898.....	94.1	98.2	103.7	1898.....	94.6	98.7	104.1
1899.....	99.0	97.9	104.7	1899.....	90.6	98.4	105.0
1900.....	103.6	92.9	111.4	1900.....	87.9	96.6	108.0
1901.....	105.0	91.8	114.3	1901.....	101.7	93.7	113.2
1902.....	92.1	90.2	117.5	1902.....	102.5	90.3	120.5
1903.....	95.7	88.6	120.7	1903.....	104.3	88.6	124.4
1904.....	101.5	88.3	122.3	1904.....	98.1	88.9	128.6

LUMBER.

HAND SETTERS, Male.				CANT SETTERS, GANG, Male.			
[Data from 22 establishments 1890-1903; 26 establishments 1904.]				[Data from 10 establishments 1890-1903; 14 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	100.2	102.5	1890.....	100.0	100.2	101.3
1891.....	100.0	100.1	102.8	1891.....	100.0	100.2	101.4
1892.....	101.8	100.2	103.7	1892.....	100.0	100.2	101.6
1893.....	98.2	100.1	101.4	1893.....	100.0	100.2	101.5
1894.....	96.5	100.0	96.2	1894.....	100.0	100.2	101.4
1895.....	101.8	100.0	94.7	1895.....	100.0	100.2	99.6
1896.....	96.5	99.7	96.6	1896.....	103.2	100.0	95.4
1897.....	98.2	99.6	98.5	1897.....	103.2	100.0	95.4
1898.....	103.5	100.0	99.7	1898.....	90.3	99.4	99.2
1899.....	105.3	100.1	103.9	1899.....	90.3	99.4	103.4
1900.....	103.5	100.0	104.5	1900.....	90.3	99.4	104.7
1901.....	100.0	98.4	104.5	1901.....	90.3	97.8	106.7
1902.....	114.0	99.1	113.9	1902.....	87.1	95.8	113.1
1903.....	103.5	99.5	115.5	1903.....	90.2	96.1	113.7
1904.....	100.7	98.0	115.0				

CARRIAGE MEN, Male.				CHOPPERS AND SAWYERS IN WOODS, Male.			
[Data from 17 establishments 1890-1903; 30 establishments 1904.]				[Data from 16 establishments 1890-1903; 24 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	100.0	98.5	1890.....	98.2	100.4	98.6
1891.....	100.0	100.0	99.4	1891.....	100.6	100.4	97.8
1892.....	100.0	100.0	99.4	1892.....	100.8	100.0	99.3
1893.....	100.0	100.0	99.4	1893.....	95.0	99.9	95.9
1894.....	100.0	100.0	99.5	1894.....	95.9	99.9	94.7
1895.....	91.7	99.8	97.3	1895.....	97.0	99.8	98.5
1896.....	100.0	100.0	98.8	1896.....	97.5	100.0	98.3
1897.....	100.0	100.0	99.1	1897.....	103.1	99.8	101.0
1898.....	100.0	100.0	100.4	1898.....	103.3	99.6	106.5
1899.....	100.0	100.0	107.8	1899.....	108.1	100.2	109.4
1900.....	100.0	100.0	107.1	1900.....	114.8	100.0	109.5
1901.....	100.0	98.5	112.3	1901.....	115.1	99.9	113.2
1902.....	100.0	97.3	117.9	1902.....	121.4	100.0	115.7
1903.....	100.0	97.3	122.8	1903.....	135.2	99.8	116.3
1904.....	96.6	97.8	121.8	1904.....	183.2	99.4	109.9

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

LUMBER—Continued.

CIRCULAR SETTERS, Male.				EDGER MEN, Male.			
[Data from 15 establishments 1890-1903; 19 establishments 1904.]				[Data from 23 establishments 1890-1903; 43 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	89.3	101.0	105.7	1890.....	94.2	100.8	104.8
1891.....	92.9	100.4	102.8	1891.....	96.2	100.3	104.9
1892.....	92.9	100.4	103.3	1892.....	96.2	100.3	106.1
1893.....	92.9	98.6	102.5	1893.....	100.0	99.3	104.4
1894.....	92.9	98.6	98.7	1894.....	92.3	99.3	97.7
1895.....	92.9	100.4	97.8	1895.....	94.2	100.4	94.6
1896.....	96.4	100.6	97.7	1896.....	98.1	100.3	97.6
1897.....	107.1	100.2	95.8	1897.....	105.8	100.0	95.5
1898.....	114.3	100.0	98.2	1898.....	107.7	99.8	96.2
1899.....	125.0	99.7	97.5	1899.....	111.5	99.5	98.3
1900.....	125.0	98.8	100.9	1900.....	119.2	99.2	102.9
1901.....	132.1	98.7	101.5	1901.....	125.0	98.9	105.8
1902.....	146.4	98.0	101.4	1902.....	128.8	98.4	105.9
1903.....	146.4	98.0	106.7	1903.....	132.7	98.7	110.2
1904.....	136.2	98.1	115.1	1904.....	132.7	98.2	110.5

FILERS, Male.				LABORERS, Male.			
[Data from 36 establishments 1890-1903; 37 establishments 1904.]				[Data from 17 establishments 1890-1903; 42 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	95.9	100.5	100.6	1890.....	93.3	100.3	104.8
1891.....	97.3	100.2	101.2	1891.....	98.5	100.1	104.4
1892.....	98.6	100.1	100.1	1892.....	94.9	100.3	103.3
1893.....	97.3	99.5	102.0	1893.....	95.5	100.1	102.8
1894.....	98.6	99.4	97.6	1894.....	101.3	100.2	98.1
1895.....	95.9	100.2	96.4	1895.....	101.0	100.0	95.6
1896.....	94.5	100.3	98.9	1896.....	97.3	100.1	96.7
1897.....	102.7	100.1	98.8	1897.....	100.7	100.0	94.8
1898.....	106.8	100.0	100.4	1898.....	108.4	99.4	97.9
1899.....	105.5	99.9	104.1	1899.....	109.1	99.5	101.2
1900.....	105.5	99.7	107.0	1900.....	120.1	99.1	102.3
1901.....	113.7	99.5	108.2	1901.....	129.6	98.8	105.8
1902.....	124.7	98.8	108.2	1902.....	136.7	97.5	110.6
1903.....	124.7	98.4	112.8	1903.....	140.7	96.8	113.1
1904.....	120.3	98.7	114.8	1904.....	146.1	97.0	113.2

SAWYERS, HAND, Male.				SAWYERS, CIRCULAR, Male.			
[Data from 24 establishments 1890-1903; 30 establishments 1904.]				[Data from 17 establishments 1890-1903; 18 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	98.1	100.3	101.0	1890.....	92.0	101.0	104.9
1891.....	96.2	99.9	101.9	1891.....	92.0	100.6	105.4
1892.....	96.2	100.1	101.5	1892.....	88.0	100.8	102.8
1893.....	94.2	100.2	102.5	1893.....	88.0	98.6	102.9
1894.....	98.1	100.1	97.8	1894.....	88.0	98.6	101.2
1895.....	101.9	100.0	99.8	1895.....	92.0	100.6	100.0
1896.....	98.1	99.9	98.6	1896.....	100.0	100.5	99.5
1897.....	98.1	99.9	99.5	1897.....	108.0	100.1	95.0
1898.....	109.6	99.8	98.6	1898.....	116.0	99.7	94.9
1899.....	111.5	99.9	101.0	1899.....	124.0	99.4	93.7
1900.....	121.2	99.5	105.0	1900.....	132.0	98.6	96.3
1901.....	121.2	99.5	107.7	1901.....	132.0	98.2	99.6
1902.....	128.8	98.8	114.8	1902.....	140.0	96.9	103.5
1903.....	128.8	98.7	122.0	1903.....	140.0	96.9	107.2
1904.....	125.1	98.0	119.9	1904.....	115.3	97.8	113.9

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

LUMBER—Concluded.

SAWYERS, GANG, Male.				TRIMMERS, Male.			
[Data from 17 establishments 1890-1903; 18 establishments 1904.]				[Data from 7 establishments 1890-1903; 36 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	96.3	100.0	97.7	1890.....	73.4	100.4	113.7
1891.....	96.3	100.0	97.7	1891.....	78.1	100.3	108.9
1892.....	96.3	100.0	98.5	1892.....	87.5	100.1	106.1
1893.....	100.0	100.2	98.3	1893.....	85.9	100.2	107.2
1894.....	100.0	100.2	93.5	1894.....	79.7	100.1	97.2
1895.....	107.4	100.0	95.2	1895.....	79.7	100.1	97.4
1896.....	107.4	100.0	95.5	1896.....	100.0	99.9	99.5
1897.....	100.0	99.9	107.0	1897.....	132.8	99.7	88.9
1898.....	100.0	99.9	108.7	1898.....	131.3	99.7	94.5
1899.....	100.0	99.9	110.0	1899.....	145.3	99.7	95.5
1900.....	100.0	99.5	113.6	1900.....	154.7	99.7	98.9
1901.....	100.0	99.5	115.4	1901.....	165.6	99.7	99.2
1902.....	100.0	98.8	119.3	1902.....	151.6	99.7	96.2
1903.....	103.7	99.1	122.1	1903.....	156.3	100.7	98.1
1904.....	107.3	98.7	120.1	1904.....	174.1	99.8	104.4

MARBLE AND STONE WORK.

BED RUBBERS, Male.				CARVERS, Male.			
[Data from 29 establishments 1890-1903; 50 establishments 1904.]				[Data from 28 establishments 1890-1903; 39 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	104.8	101.6	96.8	1890.....	95.8	100.1	99.2
1891.....	101.4	100.6	99.1	1891.....	89.2	101.2	95.4
1892.....	104.8	100.6	97.8	1892.....	93.3	98.5	99.8
1893.....	107.6	100.7	98.9	1893.....	95.0	99.2	99.2
1894.....	92.4	100.2	99.5	1894.....	114.2	102.8	96.3
1895.....	100.0	100.6	97.7	1895.....	100.8	102.7	93.0
1896.....	90.3	99.4	102.0	1896.....	99.2	101.2	103.8
1897.....	98.6	99.8	100.2	1897.....	85.8	99.5	103.7
1898.....	99.3	99.9	99.4	1898.....	95.0	100.0	102.4
1899.....	97.2	96.7	108.5	1899.....	127.5	94.7	107.3
1900.....	97.9	96.9	108.8	1900.....	139.2	94.1	108.0
1901.....	111.0	95.1	117.6	1901.....	138.3	93.8	116.1
1902.....	117.9	94.0	124.6	1902.....	121.7	92.7	123.0
1903.....	113.8	90.6	125.6	1903.....	104.2	93.0	124.8
1904.....	110.5	89.9	126.1	1904.....	100.1	92.9	123.9

LABORERS, Male.				LETTERERS, Male.			
[Data from 18 establishments 1890-1903; 62 establishments 1904.]				[Data from 42 establishments 1890-1903; 38 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	105.9	103.0	99.9	1890.....	97.4	101.3	97.6
1891.....	103.0	102.1	96.6	1891.....	98.7	100.4	98.0
1892.....	109.4	101.6	100.4	1892.....	96.1	99.3	99.0
1893.....	104.5	101.2	102.9	1893.....	100.0	99.4	97.8
1894.....	94.1	99.7	100.1	1894.....	94.7	100.4	99.1
1895.....	94.1	99.9	99.4	1895.....	101.3	100.3	99.5
1896.....	97.0	99.9	99.7	1896.....	94.7	100.0	102.0
1897.....	99.5	98.9	102.1	1897.....	101.3	100.2	101.9
1898.....	98.5	99.1	102.1	1898.....	103.9	99.5	102.3
1899.....	94.1	94.6	96.5	1899.....	105.3	99.3	102.7
1900.....	85.6	100.4	99.4	1900.....	106.6	96.5	106.1
1901.....	106.9	99.6	105.1	1901.....	111.8	96.0	108.8
1902.....	107.9	98.9	108.6	1902.....	113.2	95.4	112.8
1903.....	95.0	99.1	112.4	1903.....	110.5	91.6	118.0
1904.....	101.8	99.5	111.9	1904.....	112.7	91.1	121.7

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

MARBLE AND STONE WORK—Continued.

MARBLE CUTTERS, Male.				MARBLE POLISHERS, Male.			
[Data from 58 establishments 1890-1903; 71 establishments 1904.]				[Data from 29 establishments 1890-1903; 48 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	106.3	102.7	95.8	1890.....	99.2	102.3	97.5
1891.....	109.2	100.1	101.9	1891.....	105.7	101.5	96.7
1892.....	98.8	99.6	100.3	1892.....	108.4	100.5	99.8
1893.....	96.6	99.7	99.7	1893.....	99.6	100.5	100.0
1894.....	88.3	100.9	95.8	1894.....	103.8	100.7	93.8
1895.....	89.5	100.6	95.8	1895.....	101.5	100.8	93.1
1896.....	93.2	100.4	100.9	1896.....	85.6	99.3	101.3
1897.....	95.4	99.9	101.8	1897.....	89.4	99.1	102.0
1898.....	98.1	99.9	101.3	1898.....	93.2	99.5	103.0
1899.....	124.8	96.1	106.7	1899.....	111.8	95.8	112.7
1900.....	129.9	95.4	108.8	1900.....	117.1	96.2	112.2
1901.....	130.2	95.2	115.5	1901.....	119.4	95.8	118.4
1902.....	128.2	95.0	123.3	1902.....	120.2	96.5	122.9
1903.....	133.6	93.0	129.6	1903.....	120.5	93.8	128.2
1904.....	97.4	95.0	121.1	1904.....	113.8	93.5	125.8

SAWYERS, Male.				STONECUTTERS, GRANITE, Male.			
[Data from 35 establishments 1890-1903; 50 establishments 1904.]				[Data from 72 establishments 1890-1903; 83 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	97.8	101.7	95.6	1890.....	121.0	100.0	102.8
1891.....	97.8	101.6	96.1	1891.....	113.5	99.7	104.8
1892.....	98.9	101.7	95.4	1892.....	113.8	100.0	103.4
1893.....	97.8	100.8	97.2	1893.....	100.4	100.8	99.7
1894.....	98.9	100.7	98.2	1894.....	91.0	100.2	99.0
1895.....	100.0	101.1	96.5	1895.....	88.4	99.9	99.5
1896.....	101.1	98.7	104.2	1896.....	91.5	100.1	99.0
1897.....	103.3	98.2	104.9	1897.....	87.5	100.5	97.1
1898.....	103.3	98.0	105.3	1898.....	90.1	100.6	95.6
1899.....	103.3	97.4	106.9	1899.....	103.0	98.1	99.1
1900.....	105.5	96.8	108.4	1900.....	116.3	95.2	108.1
1901.....	109.9	95.3	113.4	1901.....	109.9	94.8	106.6
1902.....	105.5	95.8	111.4	1902.....	110.5	94.2	108.5
1903.....	108.8	95.6	115.5	1903.....	116.1	92.3	116.5
1904.....	107.2	94.5	120.2	1904.....	109.8	92.2	119.1

STONECUTTERS, SOFT STONE, Male.				STONECUTTERS, NOT SPECIFIED, Male.			
[Data from 49 establishments 1890-1903; 64 establishments 1904.]				[Data from 30 establishments 1890-1903; 15 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	110.3	103.1	100.5	1890.....	108.9	103.4	99.7
1891.....	109.4	100.5	104.2	1891.....	100.2	101.8	101.4
1892.....	105.1	100.3	103.9	1892.....	114.7	101.9	101.8
1893.....	103.3	101.2	100.5	1893.....	109.6	100.7	102.5
1894.....	91.4	100.8	97.2	1894.....	94.2	98.7	102.5
1895.....	91.3	100.2	96.2	1895.....	92.3	100.6	98.1
1896.....	98.8	99.7	97.0	1896.....	94.4	99.3	99.6
1897.....	87.2	98.4	98.7	1897.....	90.9	97.9	99.9
1898.....	115.9	97.7	101.9	1898.....	83.7	98.9	96.7
1899.....	87.4	98.1	99.9	1899.....	112.1	96.8	97.8
1900.....	85.8	98.5	100.4	1900.....	90.8	95.8	98.7
1901.....	88.3	97.2	102.5	1901.....	128.7	94.4	104.1
1902.....	96.3	96.9	108.6	1902.....	131.7	94.1	107.7
1903.....	92.3	95.7	116.2	1903.....	117.5	93.9	112.3
1904.....	100.3	95.7	117.2	1904.....	97.0	93.4	113.1

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

MARBLE AND STONE WORK—Concluded.

STONE POLISHERS, Male.				TURNERS, Male.			
[Data from 22 establishments 1890-1903; 26 establishments 1904.]				[Data from 10 establishments 1890-1903; 12 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	98.0	101.5	100.3	1890.....	100.0	101.1	96.5
1891.....	102.0	100.3	100.9	1891.....	100.0	100.5	98.3
1892.....	98.0	99.8	103.3	1892.....	100.0	100.5	98.3
1893.....	110.0	100.9	97.7	1893.....	100.0	100.5	100.6
1894.....	92.0	101.0	93.8	1894.....	100.0	100.5	100.6
1895.....	98.0	100.5	95.5	1895.....	100.0	100.5	99.5
1896.....	104.0	98.1	100.7	1896.....	99.5	98.9	102.1
1897.....	104.0	98.7	105.7	1897.....	105.3	99.2	101.0
1898.....	102.0	99.4	102.4	1898.....	100.0	99.4	101.9
1899.....	98.0	99.7	99.5	1899.....	110.5	99.0	100.9
1900.....	100.0	97.3	95.7	1900.....	100.0	99.4	104.1
1901.....	110.0	97.0	97.0	1901.....	126.3	98.4	102.9
1902.....	118.0	94.4	101.2	1902.....	121.1	98.6	107.9
1903.....	114.0	93.3	106.5	1903.....	121.1	95.5	118.1
1904.....	119.4	93.4	105.8	1904.....	82.3	95.3	120.8

PAPER AND WOOD PULP.

BACK TENDERS, Male.				BEATERS, Male.			
[Data from 11 establishments 1890-1903; 15 establishments 1904.]				[Data from 14 establishments 1890-1903; 18 establishments 1904.]			
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	85.4	100.4	97.1	1890.....	97.9	100.5	95.4
1891.....	94.8	100.2	97.4	1891.....	102.6	100.3	98.9
1892.....	91.7	100.3	98.1	1892.....	101.6	100.4	98.6
1893.....	100.0	100.3	97.5	1893.....	99.5	100.9	98.5
1894.....	93.8	100.0	98.9	1894.....	97.9	100.6	100.1
1895.....	101.0	100.4	99.9	1895.....	95.2	100.6	99.9
1896.....	102.1	100.4	98.5	1896.....	100.5	99.5	100.7
1897.....	100.3	100.8	101.8	1897.....	100.5	100.6	100.4
1898.....	117.7	101.2	101.9	1898.....	98.4	100.5	99.8
1899.....	108.3	96.0	100.1	1899.....	104.8	96.2	107.5
1900.....	119.8	95.0	110.0	1900.....	107.9	95.8	108.7
1901.....	117.7	94.5	110.2	1901.....	108.5	92.2	114.1
1902.....	120.8	92.6	111.7	1902.....	112.2	90.7	116.8
1903.....	121.9	93.0	120.2	1903.....	120.1	89.2	123.2
1904.....	123.4	90.6	125.1	1904.....	134.5	86.7	126.1

BLACK ASH BURNERS, Male.				BLEACHERS, Male.			
[Data from 2 establishments.]				[Data from 7 establishments 1890-1903; 8 establishments 1904.]			
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	111.8	101.3	90.6	1890.....	119.1	99.1	96.0
1891.....	76.5	102.3	99.7	1891.....	122.1	99.3	96.9
1892.....	100.0	101.6	95.3	1892.....	120.4	90.3	98.8
1893.....	88.2	101.9	95.5	1893.....	111.8	100.0	98.6
1894.....	111.8	101.3	97.1	1894.....	104.4	99.4	98.1
1895.....	111.8	101.3	94.2	1895.....	86.8	100.5	101.1
1896.....	105.9	101.5	102.0	1896.....	92.6	101.1	100.1
1897.....	147.1	100.8	102.5	1897.....	75.0	103.6	100.5
1898.....	89.2	101.9	100.1	1898.....	72.1	103.9	99.9
1899.....	70.6	96.0	122.9	1899.....	79.4	93.7	100.9
1900.....	129.4	83.0	113.0	1900.....	86.8	101.6	105.6
1901.....	64.7	86.6	121.0	1901.....	86.8	101.6	105.4
1902.....	64.7	86.6	121.0	1902.....	91.2	94.5	105.4
1903.....	94.1	84.4	135.7	1903.....	89.7	94.8	110.4
1904.....	111.7	83.6	136.7	1904.....	101.7	94.3	111.0

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

PAPER AND WOOD PULP—Continued.

CALENDREERS, Male.				CALENDREERS, Female.			
[Data for employees from 4 establishments 1890-1903. Data for hours and wages from 5 establishments 1890-1892, 1894-1903; 4, 1893. Data from 7 establishments 1904.]				[Data from 1 establishment.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	80.0	102.4	94.2	1890.....	105.3	100.0	96.0
1891.....	92.7	101.7	93.2	1891.....	105.3	100.0	107.3
1892.....	100.0	101.3	92.7	1892.....	126.3	100.0	102.3
1893.....	110.9	99.9	98.9	1893.....	126.3	100.0	109.7
1894.....	100.0	101.3	97.2	1894.....	84.2	100.0	93.6
1895.....	100.0	101.3	102.6	1895.....	105.3	100.0	91.0
1896.....	92.7	101.7	103.3	1896.....	100.0	100.0	108.4
1897.....	89.1	102.2	101.9	1897.....	94.7	100.0	95.9
1898.....	120.0	100.8	98.7	1898.....	94.7	100.0	94.4
1899.....	114.5	87.5	117.0	1899.....	68.4	100.0	101.1
1900.....	140.0	87.1	117.7	1900.....	78.9	100.0	105.9
1901.....	169.1	85.5	122.5	1901.....	78.9	100.0	101.0
1902.....	172.7	84.5	122.9	1902.....	84.2	94.8	99.3
1903.....	190.9	85.1	127.6	1903.....	100.0	94.8	97.7
1904.....	201.0	86.0	127.9	1904.....	131.6	94.8	104.5

COLOR MIXERS, Male.				CUTTERS, Male.			
[Data for employees from 1 establishment 1890-1903. Data for hours and wages from 2 establishments 1890-1892, 1894-1903; 1, 1893. Data from 1 establishment 1904.]				[Data for employees from 5 establishments 1890-1903. Data for hours and wages from 6 establishments 1890-1892, 1894-1903; 5, 1893. Data from 10 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	83.3	102.7	90.2	1890.....	74.6	101.6	99.8
1891.....	83.3	102.7	90.4	1891.....	78.0	101.6	100.8
1892.....	83.3	102.7	92.5	1892.....	84.7	101.6	100.4
1893.....	66.7	97.2	96.8	1893.....	96.6	101.5	96.2
1894.....	83.3	102.7	99.4	1894.....	113.6	101.5	98.1
1895.....	100.0	102.0	99.7	1895.....	113.6	101.7	96.8
1896.....	116.7	101.5	105.0	1896.....	110.2	101.7	96.6
1897.....	116.7	101.5	105.0	1897.....	108.5	101.7	97.4
1898.....	146.7	101.5	105.0	1898.....	111.9	101.7	97.6
1899.....	133.3	85.5	115.8	1899.....	113.6	85.4	116.4
1900.....	150.0	84.8	113.2	1900.....	116.9	85.0	116.7
1901.....	150.0	84.8	114.8	1901.....	130.5	84.9	115.0
1902.....	133.3	85.5	113.7	1902.....	132.2	84.9	118.2
1903.....	150.0	84.8	123.6	1903.....	154.2	84.4	122.9
1904.....	216.7	84.8	121.1	1904.....	137.9	81.5	131.8

CUTTERS, Female.				ENAMELERS, Male.			
[Data from 6 establishments 1890-1903; 13 establishments 1904.]				[Data from 2 establishments.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	107.6	102.7	99.2	1890.....	55.6	101.9	95.2
1891.....	127.2	101.7	99.0	1891.....	77.8	101.9	96.3
1892.....	96.7	101.8	99.2	1892.....	80.6	101.9	95.6
1893.....	103.3	99.2	101.9	1893.....	116.7	101.9	98.2
1894.....	88.0	100.3	98.8	1894.....	122.2	101.9	96.4
1895.....	96.7	99.6	99.2	1895.....	105.6	101.9	97.2
1896.....	98.9	99.5	99.1	1896.....	122.2	101.9	97.2
1897.....	97.8	99.6	99.4	1897.....	113.9	101.9	97.2
1898.....	92.4	99.9	99.6	1898.....	105.6	101.9	100.1
1899.....	89.1	95.9	105.0	1899.....	88.9	82.8	126.8
1900.....	93.5	95.3	104.2	1900.....	86.1	82.8	128.9
1901.....	97.8	94.5	105.0	1901.....	94.4	82.7	134.8
1902.....	106.6	94.6	102.0	1902.....	138.9	82.3	135.3
1903.....	110.9	93.9	109.0	1903.....	152.8	82.3	142.1
1904.....	111.8	94.2	110.8	1904.....	175.0	82.5	141.6

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

PAPER AND WOOD PULP—Continued.

FINISHERS, Male.				FINISHERS, Female.			
[Data from 14 establishments 1890-1903; 16 establishments 1904.]				[Data for employees from 4 establishments 1890-1903. Data for hours and wages from 5 establishments 1890-1892, 1894-1903; 4, 1893. Data from 6 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	84.4	100.5	100.2	1890.....	87.5	100.5	93.9
1891.....	87.5	100.4	101.9	1891.....	112.5	100.2	105.2
1892.....	90.6	100.2	100.5	1892.....	130.0	100.1	103.0
1893.....	101.6	99.0	103.7	1893.....	122.5	99.6	105.0
1894.....	100.0	99.8	101.6	1894.....	77.5	100.2	94.8
1895.....	93.8	100.0	100.9	1895.....	92.5	99.8	99.6
1896.....	95.3	100.0	99.8	1896.....	95.0	99.8	103.9
1897.....	112.5	99.6	97.3	1897.....	92.5	99.8	98.5
1898.....	114.1	100.2	96.7	1898.....	97.5	99.9	94.5
1899.....	115.6	100.2	97.4	1899.....	90.0	100.1	101.2
1900.....	128.1	100.2	98.2	1900.....	107.5	99.9	103.4
1901.....	128.1	100.3	98.8	1901.....	105.0	100.0	100.6
1902.....	125.0	99.1	101.4	1902.....	90.0	97.4	105.0
1903.....	150.0	98.1	105.8	1903.....	107.5	96.9	107.4
1904.....	152.8	98.6	105.3	1904.....	93.6	97.6	129.3

LABORERS, Male.				MACHINE TENDERS, Male.			
[Data from 4 establishments 1890-1903; 16 establishments 1904.]				[Data for employees from 15 establishments 1890-1903. Data for hours and wages from 16 establishments 1890-1892, 1894-1903; 15, 1893. Data from 17 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	113.6	98.4	97.9	1890.....	89.9	100.6	97.1
1891.....	109.0	98.9	98.7	1891.....	97.7	100.6	99.5
1892.....	98.9	100.5	98.8	1892.....	97.7	100.0	100.9
1893.....	100.0	100.8	97.5	1893.....	104.7	99.6	100.4
1894.....	96.6	100.3	97.8	1894.....	97.7	99.9	99.7
1895.....	103.4	101.4	99.5	1895.....	101.6	100.2	99.3
1896.....	90.4	102.1	99.2	1896.....	102.3	100.3	98.6
1897.....	93.8	101.5	99.9	1897.....	100.0	100.8	99.5
1898.....	84.7	102.3	98.7	1898.....	101.6	101.0	100.0
1899.....	108.5	93.8	112.2	1899.....	106.2	97.0	105.7
1900.....	102.3	96.1	111.0	1900.....	118.6	97.9	104.1
1901.....	134.5	91.7	115.5	1901.....	124.0	91.3	111.6
1902.....	118.1	96.6	109.1	1902.....	124.8	88.9	113.4
1903.....	127.1	96.2	118.5	1903.....	133.3	87.9	116.6
1904.....	134.5	96.1	118.1	1904.....	141.4	84.7	120.1

PRESS TENDERS, Male.				PULP GRINDERS, Male.			
[Data for employees from 3 establishments 1890-1903. Data for hours and wages from 3 establishments 1890-1893; 4, 1894-1903. Data from 3 establishments 1904.]				[Data for employees from 3 establishments 1890-1903. Data for hours and wages from 4 establishments 1890-1892, 1894-1903; 3, 1893. Data from 5 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	116.7	100.0	97.9	1890.....	93.5	100.0	99.8
1891.....	116.7	100.0	97.9	1891.....	93.5	100.0	99.8
1892.....	116.7	100.0	97.9	1892.....	93.5	100.0	99.8
1893.....	100.0	100.0	96.5	1893.....	103.2	100.0	96.4
1894.....	91.7	100.0	101.5	1894.....	103.2	100.0	99.9
1895.....	100.0	100.0	101.6	1895.....	96.8	100.0	100.3
1896.....	100.0	100.0	101.6	1896.....	103.2	100.0	101.1
1897.....	100.0	100.0	101.6	1897.....	96.8	100.0	101.1
1898.....	91.7	100.0	101.5	1898.....	96.8	100.0	101.1
1899.....	100.0	100.0	101.6	1899.....	103.2	100.0	100.7
1900.....	108.3	100.0	104.0	1900.....	103.2	100.0	100.7
1901.....	108.3	100.0	106.2	1901.....	103.2	100.0	101.5
1902.....	125.0	100.0	106.2	1902.....	103.2	100.0	101.8
1903.....	100.0	100.0	132.1	1903.....	93.5	100.0	115.4
1904.....	90.0	100.0	132.9	1904.....	114.0	83.7	127.8

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

PAPER AND WOOD PULP—Concluded.

RAG SORTERS, Male.				RAG SORTERS, Female.			
[Data from 2 establishments.]				[Data from 5 establishments 1890-1903; 7 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	102.0	98.6	94.5	1890.....	94.2	101.2	97.6
1891.....	90.0	99.5	97.4	1891.....	108.3	99.9	100.2
1892.....	110.0	98.1	99.8	1892.....	109.6	101.0	99.8
1893.....	104.0	98.9	101.1	1893.....	112.8	99.5	99.5
1894.....	92.0	99.8	103.1	1894.....	90.4	98.6	102.3
1895.....	98.0	99.8	102.4	1895.....	104.8	99.3	101.5
1896.....	104.0	100.2	99.2	1896.....	108.3	98.9	100.3
1897.....	118.0	98.5	101.9	1897.....	86.5	100.1	99.2
1898.....	98.0	103.3	98.0	1898.....	86.5	101.0	101.4
1899.....	88.0	103.3	102.3	1899.....	100.6	100.5	97.6
1900.....	114.0	102.3	101.2	1900.....	117.9	100.5	99.8
1901.....	88.0	96.2	103.1	1901.....	92.3	102.6	100.1
1902.....	110.0	103.5	101.0	1902.....	87.2	101.1	96.7
1903.....	134.0	103.2	103.8	1903.....	111.5	101.6	97.6
1904.....	159.4	102.9	103.5	1904.....	127.8	101.8	103.5

WOOD COOKERS, Male.				WOOD PREPARERS, Male.			
[Data for employees from 1 establishment 1890-1903. Data for hours and wages from 1 establishment 1890-1893; 2, 1894-1903. Data from 4 establishments 1904.]				[Data for employees from 3 establishments 1890-1903. Data for hours and wages from 4 establishments 1890-1892, 1901-1903; 3, 1893; 5, 1894-1900. Data from 7 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	75.0	97.5	95.3	1890.....	63.2	99.3	101.4
1891.....	68.8	97.5	94.7	1891.....	63.2	99.3	100.6
1892.....	56.3	97.5	98.3	1892.....	73.7	100.3	100.4
1893.....	43.8	97.5	99.8	1893.....	100.0	100.8	103.1
1894.....	25.0	110.5	97.7	1894.....	94.7	100.6	97.7
1895.....	100.0	104.0	99.7	1895.....	105.3	100.3	98.4
1896.....	100.0	104.0	99.6	1896.....	131.6	100.3	98.7
1897.....	175.0	101.8	96.2	1897.....	121.1	100.2	98.8
1898.....	187.5	101.6	99.2	1898.....	136.8	100.4	98.7
1899.....	137.5	88.4	119.3	1899.....	131.6	98.5	102.0
1900.....	162.5	87.2	122.3	1900.....	126.3	98.2	103.8
1901.....	200.0	85.8	121.4	1901.....	126.3	96.7	114.2
1902.....	200.0	85.8	119.3	1902.....	126.3	96.7	118.1
1903.....	118.8	87.3	131.1	1903.....	110.5	95.3	133.6
1904.....	129.9	84.0	135.2	1904.....	124.8	93.6	134.3

PLANING MILL.

CARPENTERS, Male.				FRAMERS, Male.			
[Data from 65 establishments 1890-1903; 96 establishments 1904.]				[Data from 26 establishments 1890-1903; 35 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	94.7	101.9	98.7	1890.....	87.2	100.5	100.3
1891.....	94.3	101.1	100.0	1891.....	91.0	100.0	101.5
1892.....	100.3	101.3	99.2	1892.....	96.3	100.0	103.0
1893.....	98.7	100.2	100.2	1893.....	95.2	99.8	102.3
1894.....	92.1	100.1	96.7	1894.....	89.9	100.5	98.1
1895.....	92.7	99.8	98.0	1895.....	105.9	99.8	97.0
1896.....	104.7	98.0	100.8	1896.....	102.7	100.2	95.9
1897.....	101.7	99.1	101.1	1897.....	105.9	100.2	97.6
1898.....	103.4	99.4	102.3	1898.....	110.6	100.0	100.2
1899.....	116.9	99.0	102.8	1899.....	113.3	98.9	104.0
1900.....	122.5	98.4	105.7	1900.....	111.2	99.2	105.2
1901.....	129.9	98.2	108.0	1901.....	119.1	98.6	108.6
1902.....	132.8	97.0	113.6	1902.....	115.4	97.9	111.3
1903.....	135.9	96.5	119.3	1903.....	123.4	97.9	114.2
1904.....	138.4	96.3	122.4	1904.....	126.9	98.0	113.7

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

PLANING MILL—Continued.

GLAZIERS, Male.				LABORERS, Male.			
[Data from 6 establishments 1890-1903; 34 establishments 1904.]				[Data from 13 establishments 1890-1903; 80 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	81.8	100.5	95.7	1890.....	85.9	100.1	102.4
1891.....	81.8	100.5	99.0	1891.....	89.8	100.1	105.3
1892.....	81.8	100.5	100.5	1892.....	88.7	100.1	101.5
1893.....	81.8	100.5	104.7	1893.....	87.1	99.9	98.3
1894.....	90.9	99.5	102.8	1894.....	93.8	100.0	94.1
1895.....	100.0	99.6	97.7	1895.....	102.0	100.0	95.9
1896.....	100.0	99.6	96.8	1896.....	105.1	99.8	96.5
1897.....	100.0	99.6	100.7	1897.....	103.5	99.9	96.0
1898.....	100.0	99.6	99.8	1898.....	107.0	100.0	101.5
1899.....	136.4	100.0	102.4	1899.....	135.9	100.2	108.5
1900.....	145.5	98.3	105.7	1900.....	110.2	99.9	102.8
1901.....	181.8	98.3	105.7	1901.....	134.4	100.0	110.8
1902.....	200.0	98.6	103.1	1902.....	127.7	100.0	110.8
1903.....	254.5	99.1	107.0	1903.....	115.6	99.9	113.3
1904.....	240.9	98.4	111.0	1904.....	121.4	100.4	110.4

MACHINE WOODWORKERS, Male.				SAWYERS, BAND, Male.			
[Data from 92 establishments 1890-1903; 110 establishments 1904.]				[Data from 31 establishments 1890-1903; 53 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	97.3	101.2	98.4	1890.....	95.9	101.7	100.7
1891.....	97.4	100.6	99.2	1891.....	95.9	100.2	101.5
1892.....	98.4	100.6	99.7	1892.....	98.0	100.0	100.9
1893.....	97.9	100.1	99.6	1893.....	95.9	100.2	100.9
1894.....	96.0	100.4	97.4	1894.....	95.9	101.5	97.6
1895.....	97.8	99.6	98.8	1895.....	95.9	98.4	99.3
1896.....	99.8	99.4	99.7	1896.....	102.0	99.8	98.6
1897.....	101.9	99.7	101.0	1897.....	104.1	99.6	99.9
1898.....	105.8	99.2	102.0	1898.....	106.1	99.5	100.6
1899.....	107.3	99.0	104.0	1899.....	106.1	99.2	101.2
1900.....	111.4	98.9	106.6	1900.....	110.2	100.5	102.1
1901.....	113.7	98.7	108.7	1901.....	112.2	100.5	103.6
1902.....	120.8	97.3	113.0	1902.....	116.3	99.7	106.6
1903.....	122.2	96.7	116.3	1903.....	122.4	99.5	110.4
1904.....	128.6	96.7	115.7	1904.....	128.7	98.9	112.0

SAWYERS, CIRCULAR, Male.				SAWYERS, JIG, Male.			
[Data from 45 establishments 1890-1903; 65 establishments 1904.]				[Data from 19 establishments 1890-1903; 27 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	92.1	100.8	100.2	1890.....	100.0	102.6	98.2
1891.....	93.8	100.4	100.5	1891.....	100.0	100.2	100.4
1892.....	93.3	100.4	100.4	1892.....	100.0	100.2	100.1
1893.....	93.8	100.1	101.2	1893.....	103.8	100.0	99.5
1894.....	98.3	100.5	98.8	1894.....	103.8	102.3	97.3
1895.....	98.3	99.5	98.8	1895.....	103.8	99.9	101.0
1896.....	101.7	99.1	98.1	1896.....	100.0	99.8	98.3
1897.....	102.8	99.9	98.5	1897.....	100.0	99.4	99.7
1898.....	111.8	99.6	99.7	1898.....	100.0	99.4	100.9
1899.....	116.3	99.5	103.6	1899.....	103.8	98.9	104.5
1900.....	120.8	99.5	105.0	1900.....	107.7	101.4	103.7
1901.....	128.7	99.1	108.5	1901.....	107.7	101.6	106.1
1902.....	131.5	99.0	110.8	1902.....	103.8	100.4	107.9
1903.....	137.1	98.3	114.1	1903.....	107.7	99.8	110.0
1904.....	134.1	98.0	114.1	1904.....	111.0	99.0	112.5

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

PLANING MILL—Concluded.

SAWYERS, NOT SPECIFIED, Male.

[Data from 17 establishments 1890-1903; 22 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	1897.....	100.0	99.5	100.8
1890.....	96.7	101.3	99.0	1898.....	96.7	98.6	101.0
1891.....	96.7	100.9	99.5	1899.....	103.3	98.4	103.2
1892.....	103.3	101.1	101.5	1900.....	100.0	97.6	105.3
1893.....	100.0	100.3	100.8	1901.....	100.0	96.3	110.9
1894.....	93.3	100.6	96.2	1902.....	103.3	93.6	120.2
1895.....	96.7	100.4	97.4	1903.....	100.0	93.9	117.9
1896.....	96.7	98.7	100.7	1904.....	105.1	92.7	121.2

POTTERY.

DIPPERS, Male.

[Data from 4 establishments.]

Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	97.6	95.1
1891.....	100.0	97.6	95.1
1892.....	100.0	97.6	96.3
1893.....	100.0	97.6	106.2
1894.....	100.0	97.6	103.7
1895.....	80.0	99.7	97.4
1896.....	80.0	99.7	88.9
1897.....	80.0	104.2	104.9
1898.....	80.0	104.2	104.9
1899.....	80.0	104.2	107.4
1900.....	80.0	99.7	101.1
1901.....	80.0	101.9	109.6
1902.....	80.0	101.9	109.6
1903.....	80.0	101.9	113.5
1904.....	80.0	101.9	116.5

JIGGER MEN, Male.

[Data from 3 establishments 1890-1903; 4 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	107.1	99.7	100.7
1891.....	107.1	99.7	101.2
1892.....	92.9	100.1	97.8
1893.....	121.4	99.4	104.7
1894.....	114.3	99.6	99.0
1895.....	78.6	100.7	93.6
1896.....	100.0	99.9	97.1
1897.....	85.7	100.4	92.2
1898.....	92.9	100.1	102.1
1899.....	85.7	100.4	111.6
1900.....	85.7	101.4	101.9
1901.....	85.7	100.4	108.8
1902.....	85.7	100.4	110.9
1903.....	107.1	96.1	113.2
1904.....	85.7	97.2	118.8

KILN FIREMEN, Male.

[Data from 3 establishments 1890-1903; 4 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	100.0	91.5
1891.....	100.0	100.0	91.5
1892.....	100.0	100.0	101.0
1893.....	100.0	100.0	101.0
1894.....	100.0	100.0	101.0
1895.....	100.0	100.0	95.3
1896.....	100.0	100.0	95.3
1897.....	100.0	100.0	114.2
1898.....	100.0	100.0	114.2
1899.....	100.0	100.0	95.3
1900.....	100.0	100.0	95.3
1901.....	100.0	100.0	95.3
1902.....	100.0	100.0	104.7
1903.....	100.0	100.0	110.4
1904.....	100.0	100.0	112.3

KILN MEN, Male.

[Data from 5 establishments.]

Average 1890-99...	100.0	100.0	100.0
1890.....	93.2	99.8	101.3
1891.....	104.5	99.2	104.2
1892.....	102.3	99.3	103.8
1893.....	102.3	99.3	104.0
1894.....	102.3	99.3	101.5
1895.....	100.0	99.4	102.2
1896.....	88.6	101.3	94.0
1897.....	97.7	100.6	96.2
1898.....	95.5	100.8	95.6
1899.....	106.8	101.1	97.3
1900.....	113.6	100.7	98.7
1901.....	102.3	101.4	95.7
1902.....	104.5	101.3	98.6
1903.....	102.3	100.9	98.4
1904.....	99.5	100.7	99.6

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

POTTERY—Concluded.

MOLD MAKERS, Male.				PRESSERS, Male.			
[Data from 5 establishments.]				[Data from 5 establishments.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	100.3	99.7	1890.....	97.0	99.5	101.7
1891.....	100.0	100.3	99.3	1891.....	110.4	99.6	103.6
1892.....	100.0	100.3	99.1	1892.....	94.8	99.9	103.0
1893.....	100.0	100.3	94.1	1893.....	100.7	99.8	110.7
1894.....	100.0	100.3	97.8	1894.....	92.6	100.1	94.9
1895.....	100.0	100.3	97.5	1895.....	88.1	100.1	87.9
1896.....	100.0	100.3	97.3	1896.....	91.1	100.2	92.7
1897.....	116.7	99.5	96.0	1897.....	108.9	99.9	99.9
1898.....	116.7	99.5	114.1	1898.....	111.1	100.1	101.2
1899.....	133.3	98.9	105.0	1899.....	108.1	100.6	102.4
1900.....	133.3	98.9	101.2	1900.....	103.7	100.5	94.4
1901.....	133.3	98.9	104.2	1901.....	104.4	100.3	102.1
1902.....	133.3	98.9	105.5	1902.....	92.6	100.9	99.5
1903.....	133.3	97.6	114.3	1903.....	105.2	100.2	103.6
1904.....	216.6	100.6	103.3	1904.....	97.0	99.8	116.4

SAGGER MAKERS, Male.				SETTERS-OUT, Male.			
[Data from 4 establishments.]				[Data from 4 establishments.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	116.7	100.7	99.7	1890.....	100.0	100.0	100.7
1891.....	116.7	100.7	99.6	1891.....	100.0	100.0	100.7
1892.....	116.7	100.7	99.4	1892.....	100.0	100.0	100.3
1893.....	100.0	100.0	98.0	1893.....	100.0	100.0	100.9
1894.....	100.0	100.0	99.1	1894.....	100.0	100.0	99.5
1895.....	100.0	100.0	97.4	1895.....	100.0	100.0	99.5
1896.....	100.0	100.0	97.6	1896.....	100.0	100.0	99.1
1897.....	100.0	100.0	96.6	1897.....	100.0	100.0	99.5
1898.....	66.7	99.7	107.6	1898.....	100.0	100.0	99.4
1899.....	83.3	98.3	105.0	1899.....	100.0	100.0	100.1
1900.....	100.0	99.3	105.2	1900.....	100.0	100.0	100.4
1901.....	100.0	99.3	103.5	1901.....	100.0	100.0	100.2
1902.....	100.0	99.3	106.5	1902.....	100.0	100.0	101.3
1903.....	100.0	98.0	107.6	1903.....	100.0	98.8	100.7
1904.....	100.0	98.0	108.4	1904.....	100.0	98.8	101.5

PRINTING AND PUBLISHING, BOOK AND JOB.

BOOKBINDERS, Male.				COMPOSITORS, Male.			
[Data for employees from 32 establishments 1890-1903. Data for hours and wages from 32 establishments 1890-1894; 33, 1895-1903. Data from 55 establishments 1904.]				[Data from 85 establishments 1890-1903; 56 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	87.6	101.1	96.1	1890.....	92.9	101.0	97.7
1891.....	89.1	101.0	96.2	1891.....	93.1	101.0	98.8
1892.....	92.2	100.8	98.1	1892.....	94.4	100.9	98.9
1893.....	95.3	100.3	100.0	1893.....	95.3	100.4	99.6
1894.....	93.0	100.2	99.3	1894.....	97.5	100.3	100.3
1895.....	91.5	100.6	99.5	1895.....	99.6	100.2	99.9
1896.....	99.6	100.4	100.2	1896.....	99.4	100.0	99.4
1897.....	112.0	99.5	102.5	1897.....	105.9	99.9	100.3
1898.....	117.8	98.8	103.3	1898.....	107.9	99.5	101.0
1899.....	121.7	97.2	104.8	1899.....	113.6	96.9	104.3
1900.....	129.1	96.2	104.9	1900.....	122.2	94.6	107.3
1901.....	131.8	95.6	108.9	1901.....	120.8	93.7	109.6
1902.....	134.1	94.8	111.1	1902.....	116.7	92.4	113.7
1903.....	136.8	94.5	111.9	1903.....	120.0	92.4	115.7
1904.....	141.9	94.2	115.0	1904.....	118.3	91.5	119.8

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

PRINTING AND PUBLISHING, BOOK AND JOB—Continued.

COMPOSITORS, Female.				ELECTROTYPERS, Male.			
[Data for employees from 3 establishments 1890-1903. Data for hours and wages from 5 establishments 1890, 1891, 1893-1896, 1898, 1899; 6, 1892, 1897; 4, 1900; 3, 1901-1903. Data from 6 establishments 1904.]				[Data from 4 establishments 1890-1903; 15 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	103.3	95.0	1890.....	97.4	100.3	100.7
1891.....	100.0	103.6	94.9	1891.....	97.4	100.3	100.7
1892.....	96.0	100.4	98.9	1892.....	94.7	100.4	100.6
1893.....	104.0	99.8	101.2	1893.....	92.1	100.1	101.4
1894.....	100.0	98.7	100.2	1894.....	97.4	100.3	100.2
1895.....	96.0	98.5	105.0	1895.....	100.0	100.5	98.8
1896.....	108.0	98.8	101.4	1896.....	100.0	100.5	99.1
1897.....	116.0	98.7	102.7	1897.....	110.5	100.7	99.0
1898.....	100.0	99.4	99.2	1898.....	107.9	99.7	99.8
1899.....	96.0	98.8	101.5	1899.....	105.3	97.1	99.7
1900.....	100.0	99.2	107.8	1900.....	97.4	97.2	100.1
1901.....	112.0	96.2	109.2	1901.....	100.0	96.4	105.4
1902.....	112.0	96.2	109.2	1902.....	105.3	96.4	105.1
1903.....	124.0	96.2	116.0	1903.....	102.6	96.4	105.2
1904.....	127.9	92.0	122.1	1904.....	105.8	95.5	108.2

PRESS FEEDERS, Male.				PRESS FEEDERS, Female.			
[Data from 23 establishments 1890-1903; 65 establishments 1904.]				[Data for employees from 4 establishments 1890-1903. Data for hours and wages from 5 establishments 1890-1897, 1900, 1901; 6, 1898, 1899, 1902, 1903. Data from 19 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	84.1	100.8	97.9	1890.....	94.1	100.6	99.3
1891.....	85.0	100.3	100.0	1891.....	94.1	100.6	99.3
1892.....	89.0	100.3	99.0	1892.....	83.2	100.6	100.0
1893.....	93.1	100.1	98.5	1893.....	97.1	100.6	98.5
1894.....	92.3	99.9	100.1	1894.....	91.2	100.6	98.3
1895.....	102.0	100.3	101.1	1895.....	91.2	100.5	97.5
1896.....	104.5	100.4	99.2	1896.....	91.2	100.6	99.9
1897.....	109.8	100.4	99.2	1897.....	102.9	100.6	99.6
1898.....	117.9	98.9	101.6	1898.....	102.9	98.6	102.5
1899.....	122.4	98.6	103.5	1899.....	147.1	96.6	105.3
1900.....	122.4	95.3	119.8	1900.....	129.4	92.2	108.9
1901.....	124.8	95.5	120.1	1901.....	132.4	92.2	111.5
1902.....	136.6	94.2	121.5	1902.....	126.5	92.1	114.4
1903.....	134.1	94.0	124.8	1903.....	117.6	91.8	116.9
1904.....	136.6	93.6	126.7	1904.....	140.1	91.8	127.7

PRESSMEN, Male.				PROOF READERS, Male.			
[Data from 64 establishments 1890-1903; 87 establishments 1904.]				[Data for employees from 11 establishments 1890-1903. Data for hours and wages from 13 establishments 1890, 1891; 12, 1892-1894, 1902, 1903; 11, 1895-1901. Data from 33 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	90.6	100.7	97.8	1890.....	103.6	100.6	100.6
1891.....	93.0	100.5	99.0	1891.....	103.6	100.6	101.1
1892.....	94.0	100.5	99.4	1892.....	103.6	100.6	98.9
1893.....	95.8	100.5	98.9	1893.....	103.6	100.6	100.0
1894.....	95.3	100.2	99.3	1894.....	96.4	100.6	99.4
1895.....	96.9	100.2	99.6	1895.....	92.9	100.7	100.8
1896.....	101.6	100.3	99.5	1896.....	100.0	100.7	99.9
1897.....	105.0	100.3	100.8	1897.....	100.0	100.7	100.1
1898.....	112.5	99.6	101.0	1898.....	100.0	100.1	101.0
1899.....	115.7	97.3	104.7	1899.....	107.1	94.8	98.1
1900.....	117.8	95.5	107.3	1900.....	114.3	92.3	107.3
1901.....	120.1	93.9	111.1	1901.....	121.4	92.4	109.4
1902.....	118.8	92.8	112.5	1902.....	125.0	88.5	119.2
1903.....	120.6	92.8	114.7	1903.....	132.1	88.3	121.3
1904.....	126.5	92.4	117.0	1904.....	152.8	87.9	119.5

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

PRINTING AND PUBLISHING, BOOK AND JOB—Concluded.

PROOF READERS, Female.				SEWERS, BOOK, Female.			
[Data for employees from 5 establishments 1890-1903. Data for hours and wages from 6 establishments 1890, 1891; 7, 1892-1894, 1902, 1903; 8, 1895-1901. Data from 15 establishments 1904.]				[Data from 10 establishments 1890-1903; 38 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	110.0	101.4	100.8	1890.....	111.9	100.7	91.2
1891.....	140.0	102.2	107.6	1891.....	92.9	100.4	99.2
1892.....	100.0	99.7	106.3	1892.....	100.0	100.7	99.3
1893.....	110.0	100.5	101.1	1893.....	78.6	100.3	102.5
1894.....	100.0	99.7	99.6	1894.....	85.7	100.2	101.0
1895.....	110.0	100.3	92.9	1895.....	90.5	100.0	100.3
1896.....	80.0	99.2	99.3	1896.....	100.0	99.8	104.0
1897.....	120.0	100.9	88.8	1897.....	102.4	99.9	101.1
1898.....	80.0	99.1	97.5	1898.....	114.3	99.1	102.0
1899.....	90.0	97.1	106.1	1899.....	121.4	98.9	99.5
1900.....	100.0	94.4	116.2	1900.....	119.0	98.8	102.5
1901.....	100.0	93.1	107.9	1901.....	150.0	98.8	95.9
1902.....	110.0	93.1	115.7	1902.....	126.2	95.4	102.0
1903.....	110.0	93.1	115.7	1903.....	150.0	95.2	98.5
1904.....	118.2	92.5	118.2	1904.....	160.4	94.3	101.9

STEREOTYPERS, Male.				STITCHERS, BOOK, Female.			
[Data from 4 establishments 1890-1903; 8 establishments 1904.]				[Data from 10 establishments 1890-1903; 21 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	100.6	99.4	1890.....	95.7	100.4	97.2
1891.....	100.0	100.6	99.7	1891.....	93.6	100.4	98.3
1892.....	100.0	100.6	99.4	1892.....	110.6	100.4	91.3
1893.....	100.0	100.6	99.4	1893.....	97.9	100.4	100.8
1894.....	100.0	100.6	99.4	1894.....	91.5	100.4	98.5
1895.....	100.0	100.6	99.4	1895.....	93.6	100.4	98.8
1896.....	100.0	100.6	99.4	1896.....	93.6	100.4	101.8
1897.....	100.0	100.6	99.4	1897.....	100.0	100.4	97.2
1898.....	100.0	100.6	99.4	1898.....	112.8	98.8	105.6
1899.....	100.0	94.8	105.4	1899.....	106.4	98.0	110.3
1900.....	100.0	94.1	105.1	1900.....	144.7	93.3	124.3
1901.....	100.0	94.1	106.0	1901.....	151.1	92.3	131.9
1902.....	107.1	90.7	112.6	1902.....	168.1	92.2	134.0
1903.....	107.1	90.7	114.2	1903.....	163.8	91.6	137.8
1904.....	114.7	90.5	113.4	1904.....	156.3	91.6	137.2

PRINTING AND PUBLISHING, NEWSPAPER.

COMPOSITORS, Male.				COMPOSITORS, Female.			
[Data for employees from 91 establishments 1890-1903. Data for hours and wages from 91 establishments 1890; 92, 1891, 1892; 93, 1893; 94, 1894; 95, 1895-1903. Data from 135 establishments 1904.]				[Data for employees from 4 establishments 1890-1903. Data for hours and wages from 7 establishments 1890, 1891, 1894, 1895; 8, 1892, 1893; 6, 1896-1898, 1901, 1903; 5, 1899, 1900, 1902. Data from 7 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	131.4	101.2	101.0	1890.....	132.4	98.1	119.1
1891.....	133.3	100.2	101.5	1891.....	129.4	99.9	97.5
1892.....	130.1	100.1	101.9	1892.....	150.0	99.8	104.7
1893.....	115.6	101.1	99.8	1893.....	132.4	101.2	98.3
1894.....	91.9	100.4	96.4	1894.....	111.8	100.7	93.4
1895.....	79.7	100.4	97.2	1895.....	76.5	101.4	86.6
1896.....	76.9	100.1	98.9	1896.....	82.4	102.2	91.5
1897.....	80.8	99.9	99.6	1897.....	73.5	102.4	93.7
1898.....	78.2	99.1	99.9	1898.....	58.8	99.0	108.4
1899.....	82.2	97.6	103.7	1899.....	44.1	95.4	119.0
1900.....	84.4	97.3	103.4	1900.....	38.2	94.6	118.6
1901.....	83.5	95.9	107.9	1901.....	44.1	95.4	111.5
1902.....	83.1	110.5	110.5	1902.....	44.1	95.1	118.4
1903.....	87.9	94.8	113.4	1903.....	41.2	90.9	128.4
1904.....	92.4	93.9	115.6	1904.....	32.0	91.7	121.5

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

PRINTING AND PUBLISHING, NEWSPAPER—Concluded.

LINOTYPE OPERATORS, Male.				PRESSMEN, Male.			
[Data for hours and wages from 1 establishment 1890; 5, 1891; 16, 1892; 32, 1893; 54, 1894; 69, 1895; 80, 1896; 88, 1897; 94, 1898; 99, 1899; 100, 1900; 102, 1901; 103, 1902; 104, 1903. Data from 135 establishments 1904.]				[Data for employees from 106 establishments 1890-1903. Data for hours and wages from 106 establishments 1890; 107, 1891-1894; 108, 1895-1903. Data from 135 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	(a)	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	(a)	100.1	110.8	1890.....	86.6	101.1	97.9
1891.....	(a)	98.6	106.2	1891.....	88.5	101.0	97.7
1892.....	(a)	101.4	91.9	1892.....	92.5	100.9	97.6
1893.....	(a)	102.5	97.5	1893.....	94.7	101.0	98.3
1894.....	(a)	100.6	99.9	1894.....	95.5	100.5	98.9
1895.....	(a)	99.4	99.4	1895.....	95.3	100.1	99.5
1896.....	(a)	99.2	99.1	1896.....	105.9	99.6	101.5
1897.....	(a)	99.3	98.7	1897.....	107.3	98.8	101.8
1898.....	(a)	99.5	98.2	1898.....	114.5	98.7	102.9
1899.....	(a)	99.5	98.2	1899.....	119.0	98.2	104.2
1900.....	(a)	99.4	99.6	1900.....	123.2	97.8	104.9
1901.....	(a)	99.9	99.6	1901.....	127.9	97.5	106.1
1902.....	(a)	99.4	101.0	1902.....	133.8	97.3	109.1
1903.....	(a)	99.6	104.0	1903.....	138.5	97.1	112.6
1904.....	(a)	99.4	105.9	1904.....	148.4	96.3	114.5

STEREOTYPERS, Male.

[Data for employees from 76 establishments 1890-1903. Data for hours and wages from 76 establishments 1890; 77, 1891-1893; 78, 1894, 1895; 79, 1896-1903. Data from 100 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0	1897.....	109.6	99.4	102.3
1890.....	84.4	100.3	95.3	1898.....	111.6	99.0	104.6
1891.....	84.7	100.6	95.3	1899.....	115.0	98.6	105.5
1892.....	90.7	100.7	98.1	1900.....	115.0	98.7	104.9
1893.....	97.0	100.5	99.3	1901.....	119.3	98.4	106.5
1894.....	97.3	100.5	98.6	1902.....	122.6	98.5	107.3
1895.....	99.7	100.5	99.0	1903.....	122.9	98.5	108.4
1896.....	109.6	100.0	101.8	1904.....	129.0	97.2	111.5

SHIPBUILDING.

BLACKSMITHS, Male.

[Data for employees from 11 establishments 1890-1903. Data for hours and wages from 11 establishments 1890; 12, 1891-1895; 13, 1896-1898; 14, 1899-1903. Data from 17 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	65.5	100.5	97.0
1891.....	74.8	100.5	100.2
1892.....	84.0	100.5	99.7
1893.....	81.5	99.9	99.3
1894.....	99.2	100.0	96.8
1895.....	137.8	100.2	97.8
1896.....	96.6	99.4	104.7
1897.....	100.8	99.5	104.0
1898.....	140.3	99.9	99.4
1899.....	121.8	99.6	101.0
1900.....	116.8	99.7	101.1
1901.....	122.7	99.6	100.6
1902.....	142.0	99.2	103.8
1903.....	131.1	98.9	105.6
1904.....	110.1	96.5	109.4

BOILER MAKERS, Male.

[Data for employees from 5 establishments 1890-1903. Data for hours and wages from 6 establishments 1890, 1894, 1895; 7, 1891-1893, 1896-1898; 8, 1899-1903. Data from 12 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	55.3	99.9	98.2
1891.....	44.7	100.1	98.6
1892.....	62.4	100.2	100.6
1893.....	90.1	100.3	99.2
1894.....	95.7	100.2	95.3
1895.....	107.1	100.0	100.0
1896.....	90.1	99.7	104.4
1897.....	87.9	99.7	101.8
1898.....	209.9	100.1	100.5
1899.....	153.9	99.9	101.5
1900.....	207.1	100.0	99.6
1901.....	175.9	99.8	101.5
1902.....	185.8	99.7	102.6
1903.....	172.3	99.3	101.8
1904.....	175.3	98.2	103.0

* No relative numbers shown as reports were secured from but one establishment employing linotype operators as early as 1890.

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

SHIPBUILDING—Continued.

CALKERS, IRON, Male.				CALKERS, WOOD, Male.			
[Data for employees from 4 establishments 1890-1903. Data for hours and wages from 4 establishments 1890, 1895; 5, 1891-1894, 1896-1898; 6, 1899-1902; 7, 1903. Data from 7 establishments 1904.]				[Data from 9 establishments 1890-1903; 15 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	85.3	100.5	92.3	1890.....	92.3	100.4	99.4
1891.....	179.4	101.3	84.7	1891.....	92.3	100.6	99.2
1892.....	76.5	100.3	93.7	1892.....	89.5	100.2	98.8
1893.....	55.9	99.3	103.0	1893.....	111.2	100.0	99.3
1894.....	52.9	98.7	100.3	1894.....	83.2	99.9	98.4
1895.....	50.0	98.8	103.5	1895.....	92.3	99.6	98.3
1896.....	117.6	100.6	107.0	1896.....	91.6	100.0	98.5
1897.....	100.0	99.6	103.1	1897.....	101.4	99.7	100.3
1898.....	126.5	100.6	109.6	1898.....	125.2	99.7	103.8
1899.....	152.9	100.3	102.9	1899.....	121.7	99.9	104.0
1900.....	120.6	99.9	108.1	1900.....	123.1	99.7	105.6
1901.....	182.4	96.1	109.4	1901.....	155.2	99.8	110.1
1902.....	200.0	94.3	124.2	1902.....	155.9	99.6	108.4
1903.....	155.9	97.7	147.8	1903.....	165.0	93.7	109.6
1904.....	164.0	93.4	148.1	1904.....	146.7	92.9	115.5

CARPENTERS, Male.				DRILLERS, Male.			
[Data for employees from 18 establishments 1890-1903. Data for hours and wages from 19 establishments 1890-1892, 1894, 1895; 20, 1893, 1896-1898; 21, 1899-1903. Data from 24 establishments 1904.]				[Data for employees from 2 establishments 1890-1903. Data for hours and wages from 2 establishments 1890, 1895; 3, 1891, 1892, 1894, 1896-1898; 4, 1893, 1899-1903. Data from 9 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	83.4	101.1	98.6	1890.....	113.3	100.9	96.6
1891.....	93.9	100.4	99.8	1891.....	66.7	99.3	92.3
1892.....	85.4	99.9	98.9	1892.....	100.0	99.0	94.8
1893.....	84.2	99.8	99.8	1893.....	96.7	99.0	95.0
1894.....	82.7	99.7	100.6	1894.....	53.3	98.0	85.6
1895.....	99.7	99.8	100.3	1895.....	66.7	100.9	93.2
1896.....	97.6	100.1	99.0	1896.....	80.0	100.9	105.7
1897.....	106.2	99.8	100.5	1897.....	153.3	100.9	107.1
1898.....	119.1	99.5	100.5	1898.....	93.3	100.9	114.7
1899.....	147.3	100.0	102.1	1899.....	180.0	99.9	114.7
1900.....	144.2	99.8	104.4	1900.....	133.3	98.6	110.6
1901.....	145.3	98.5	105.9	1901.....	140.0	95.1	110.8
1902.....	140.0	97.8	109.4	1902.....	146.7	94.5	125.6
1903.....	153.4	96.9	110.1	1903.....	173.3	91.9	122.1
1904.....	151.2	96.2	110.6	1904.....	146.9	91.7	125.3

FITTERS, Male.				JOINERS, Male.			
[Data for employees from 6 establishments 1890-1903. Data for hours and wages from 6 establishments 1890; 7, 1891-1895; 8, 1896, 1897; 9, 1898; 10, 1899-1903. Data from 11 establishments 1904.]				[Data for employees from 11 establishments 1890-1903. Data for hours and wages from 12 establishments 1890-1892, 1894, 1895; 13, 1893, 1896-1898; 14, 1899-1903. Data from 16 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	60.5	99.0	96.7	1890.....	87.9	101.1	96.3
1891.....	95.3	100.2	92.8	1891.....	68.6	99.4	99.5
1892.....	90.7	100.1	98.3	1892.....	96.5	99.9	99.2
1893.....	89.1	99.8	99.3	1893.....	91.6	99.7	100.9
1894.....	141.9	100.2	92.4	1894.....	97.1	100.3	99.1
1895.....	107.0	100.7	99.4	1895.....	210.7	101.9	95.9
1896.....	103.9	100.6	102.1	1896.....	95.1	99.9	100.8
1897.....	87.6	99.9	105.5	1897.....	46.7	97.4	106.8
1898.....	86.8	99.9	109.4	1898.....	93.4	100.4	103.3
1899.....	133.3	99.6	104.2	1899.....	111.0	100.1	98.3
1900.....	217.8	100.4	100.4	1900.....	147.8	101.1	101.2
1901.....	191.5	98.6	103.5	1901.....	144.4	100.3	101.4
1902.....	165.1	99.6	105.7	1902.....	149.9	100.0	102.7
1903.....	162.0	99.5	107.0	1903.....	135.4	98.8	106.2
1904.....	143.2	98.7	105.7	1904.....	139.5	97.6	108.2

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

SHIPBUILDING—Continued.

LABORERS, Male.				MACHINISTS, Male.			
[Data for employees from 3 establishments 1890-1903. Data for hours and wages from 3 establishments 1890-1894; 4, 1895-1903. Data from 17 establishments 1904.]				[Data for employees from 8 establishments 1890-1903. Data for hours and wages from 8 establishments 1890; 9, 1891-1898; 10, 1899-1903. Data from 15 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	205.6	101.5	84.7	1890.....	66.6	100.1	96.8
1891.....	72.2	98.1	103.8	1891.....	67.0	100.1	97.7
1892.....	84.7	99.1	97.3	1892.....	97.6	100.3	97.9
1893.....	69.4	98.1	102.0	1893.....	90.7	100.3	97.5
1894.....	73.6	98.4	103.8	1894.....	89.7	100.2	96.2
1895.....	70.8	99.9	106.1	1895.....	104.0	100.0	100.1
1896.....	63.9	101.3	101.5	1896.....	104.2	99.8	103.4
1897.....	79.2	101.4	100.4	1897.....	104.4	99.6	103.4
1898.....	104.2	100.7	100.4	1898.....	109.9	99.5	104.3
1899.....	169.4	101.4	100.1	1899.....	165.8	100.0	102.5
1900.....	287.5	101.2	99.8	1900.....	135.6	99.9	105.8
1901.....	248.6	101.6	100.5	1901.....	193.8	99.6	105.1
1902.....	234.7	98.9	108.3	1902.....	230.2	98.8	108.2
1903.....	194.4	98.9	110.6	1903.....	200.2	98.3	110.1
1904.....	236.3	98.5	109.8	1904.....	229.4	96.4	112.2

MOLDERS, IRON, Male.				PAINTERS, Male.			
[Data for employees from 3 establishments 1890-1903. Data for hours and wages from 3 establishments 1890; 4, 1891-1898; 5, 1899-1901; 6, 1902, 1903. Data from 9 establishments 1904.]				[Data for employees from 9 establishments 1890-1903. Data for hours and wages from 9 establishments 1890; 11, 1891-1894, 1899-1903; 10, 1895-1898. Data from 14 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	96.2	100.2	105.4	1890.....	78.4	103.1	95.1
1891.....	98.1	101.0	95.2	1891.....	78.4	102.4	93.8
1892.....	98.1	100.6	97.0	1892.....	85.1	102.4	95.0
1893.....	84.6	100.5	98.8	1893.....	112.5	102.8	99.3
1894.....	73.1	99.7	95.9	1894.....	102.4	102.7	98.3
1895.....	94.2	99.8	99.6	1895.....	154.8	99.9	105.6
1896.....	111.5	99.8	97.2	1896.....	97.1	97.6	105.7
1897.....	98.1	99.3	103.3	1897.....	83.7	94.8	105.6
1898.....	115.4	99.8	102.3	1898.....	101.0	96.7	102.7
1899.....	123.1	99.6	105.0	1899.....	108.7	97.6	99.0
1900.....	109.6	99.7	107.5	1900.....	132.2	98.9	101.5
1901.....	117.3	99.6	110.2	1901.....	130.8	98.4	101.5
1902.....	126.9	98.2	112.5	1902.....	134.1	97.0	103.3
1903.....	121.2	98.1	115.6	1903.....	131.7	97.8	102.6
1904.....	102.1	96.6	122.0	1904.....	142.5	95.8	108.9

PATTERN MAKERS, Male.				RIGGERS, Male.			
[Data for employees from 8 establishments 1890-1903. Data for hours and wages from 8 establishments 1890; 9, 1891-1898; 10, 1899-1903. Data from 13 establishments 1904.]				[Data for employees from 6 establishments 1890-1903. Data for hours and wages from 6 establishments 1890; 8, 1891-1898; 9, 1899-1903. Data from 14 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	60.5	99.9	102.9	1890.....	79.0	99.7	112.1
1891.....	81.6	100.2	97.8	1891.....	70.0	98.1	106.0
1892.....	82.9	100.2	97.7	1892.....	100.0	98.9	101.4
1893.....	84.2	100.2	97.9	1893.....	119.0	100.3	95.0
1894.....	101.3	100.2	95.3	1894.....	115.0	100.7	86.9
1895.....	114.5	100.0	100.6	1895.....	110.0	100.8	92.9
1896.....	127.6	100.1	99.8	1896.....	71.0	100.4	102.1
1897.....	100.0	99.5	102.7	1897.....	54.0	99.6	108.3
1898.....	110.5	99.8	100.8	1898.....	94.0	100.1	104.2
1899.....	135.5	99.7	104.4	1899.....	184.0	101.4	91.0
1900.....	130.3	99.9	107.0	1900.....	244.0	102.0	89.2
1901.....	125.0	99.1	109.6	1901.....	98.0	99.9	90.5
1902.....	142.1	98.4	112.1	1902.....	242.0	102.0	94.9
1903.....	143.4	97.3	114.3	1903.....	228.0	101.9	99.3
1904.....	163.7	96.4	117.9	1904.....	185.5	99.9	102.6

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

SHIPBUILDING—Concluded.

RIVETERS, Male.				SAWYERS, CIRCULAR, Male.			
[Data for employees from 3 establishments 1890-1903. Data for hours and wages from 4 establishments 1890, 1894, 1895; 5, 1891-1893, 1896-1898; 6, 1899-1903. Data from 9 establishments 1904.]				[Data from 5 establishments 1890-1903; 10 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	58.0	101.1	81.9	1890.....	77.8	103.8	93.6
1891.....	137.7	100.6	84.3	1891.....	100.0	103.7	96.7
1892.....	155.1	100.5	92.5	1892.....	88.9	103.1	96.0
1893.....	15.9	98.4	94.2	1893.....	100.0	103.7	96.7
1894.....	14.5	98.5	85.2	1894.....	100.0	97.6	103.1
1895.....	11.6	99.9	128.1	1895.....	100.0	97.6	103.1
1896.....	23.2	100.1	107.2	1896.....	88.9	97.6	101.7
1897.....	27.5	99.9	118.1	1897.....	100.0	97.6	103.1
1898.....	247.8	100.7	103.8	1898.....	100.0	97.6	103.1
1899.....	301.4	100.2	104.7	1899.....	100.0	97.6	103.1
1900.....	211.6	100.2	103.7	1900.....	88.9	97.6	101.7
1901.....	331.9	99.7	94.3	1901.....	100.0	93.6	108.1
1902.....	281.2	98.9	107.2	1902.....	100.0	93.6	110.6
1903.....	315.9	99.0	107.1	1903.....	111.1	93.3	107.1
1904.....	389.6	96.6	106.2	1904.....	96.3	92.9	106.5

SPAR MAKERS, Male.

[Data from 3 establishments.]

Average 1890-99...	100.0	100.0	100.0	1897.....	87.0	100.2	93.4
1890.....	108.7	100.7	109.4	1898.....	100.0	99.4	101.6
1891.....	104.3	98.8	109.2	1899.....	100.0	99.9	100.9
1892.....	104.3	99.6	106.1	1900.....	104.3	100.1	97.3
1893.....	113.0	100.0	101.5	1901.....	108.7	99.8	100.2
1894.....	87.0	100.7	92.6	1902.....	104.3	99.6	100.3
1895.....	91.3	100.4	92.3	1903.....	91.3	94.4	97.4
1896.....	91.3	100.4	93.0	1904.....	78.3	94.4	100.2

SILK GOODS.

BEAMERS, Male.				DOUBLERS, Female.			
[Data for employees from 2 establishments 1890-1903. Data for hours and wages from 2 establishments 1890-1896; 3, 1897-1903. Data from 3 establishments 1904.]				[Data from 6 establishments.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	104.0	104.5	1890.....	77.1	102.8	107.0
1891.....	100.0	104.0	99.8	1891.....	78.3	102.8	98.6
1892.....	75.0	104.0	102.1	1892.....	98.8	102.2	99.6
1893.....	75.0	98.2	102.1	1893.....	114.5	98.7	98.4
1894.....	75.0	98.2	102.1	1894.....	108.4	98.3	101.8
1895.....	100.0	97.5	99.8	1895.....	92.8	98.7	102.5
1896.....	75.0	98.2	102.1	1896.....	101.2	98.7	102.0
1897.....	100.0	98.5	93.0	1897.....	106.0	99.3	95.5
1898.....	75.0	99.9	88.0	1898.....	112.0	99.1	97.9
1899.....	225.0	97.4	106.6	1899.....	107.2	99.4	96.2
1900.....	75.0	99.9	93.2	1900.....	100.0	99.3	97.0
1901.....	150.0	98.2	100.6	1901.....	100.0	98.9	106.9
1902.....	100.0	99.1	100.2	1902.....	89.2	99.0	114.3
1903.....	125.0	98.6	101.3	1903.....	90.4	98.0	123.4
1904.....	107.1	98.3	104.5	1904.....	88.0	97.5	130.2

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

SILK GOODS—Continued.

DYERS, Male.				LOOM FIXERS, Male.			
[Data from 4 establishments.]				[Data from 5 establishments 1890-1903; 6 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	73.1	103.1	97.2	1890.....	69.6	104.4	94.7
1891.....	92.3	103.1	96.1	1891.....	73.9	104.5	93.8
1892.....	101.9	103.1	95.1	1892.....	87.0	101.6	96.4
1893.....	87.5	103.1	92.6	1893.....	82.6	98.6	99.0
1894.....	85.6	98.7	100.9	1894.....	95.7	98.4	97.7
1895.....	97.1	98.2	102.0	1895.....	117.4	98.2	103.7
1896.....	98.1	97.9	103.1	1896.....	108.7	98.6	101.0
1897.....	131.7	96.9	106.6	1897.....	126.1	98.4	104.2
1898.....	119.2	97.9	102.3	1898.....	130.4	98.4	105.1
1899.....	117.3	97.8	104.0	1899.....	126.1	98.7	104.3
1900.....	109.6	98.1	103.8	1900.....	152.2	98.5	106.2
1901.....	137.5	97.4	105.2	1901.....	143.5	98.6	105.3
1902.....	384.6	94.8	102.2	1902.....	143.5	98.6	103.0
1903.....	351.9	94.8	103.1	1903.....	139.1	98.6	103.3
1904.....	464.6	94.8	103.4	1904.....	128.9	98.2	104.0

PICKERS, Male.				PICKERS, Female.			
[Data from 1 establishment 1890-1903; 2 establishments 1904.]				[Data from 3 establishments 1890-1903; 5 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	66.7	100.0	109.7	1890.....	48.4	100.0	84.9
1891.....	133.3	100.0	111.7	1891.....	61.3	100.0	108.6
1892.....	100.0	100.0	98.6	1892.....	71.0	100.0	119.8
1893.....	100.0	100.0	84.2	1893.....	67.7	100.0	108.2
1894.....	100.0	100.0	96.8	1894.....	83.9	100.0	97.9
1895.....	100.0	100.0	104.2	1895.....	103.2	100.0	100.9
1896.....	100.0	100.0	82.3	1896.....	106.5	100.0	80.2
1897.....	100.0	100.0	94.2	1897.....	135.5	100.0	93.2
1898.....	133.3	100.0	110.6	1898.....	145.2	100.0	101.5
1899.....	133.3	100.0	107.7	1899.....	167.7	100.0	104.8
1900.....	133.3	100.0	111.4	1900.....	154.8	100.0	107.2
1901.....	133.3	100.0	107.3	1901.....	177.4	100.0	107.1
1902.....	133.3	100.0	111.5	1902.....	190.3	100.0	103.9
1903.....	133.3	100.0	119.4	1903.....	161.3	100.0	123.2
1904.....	68.7	101.0	117.4	1904.....	137.3	100.5	121.9

QUILLERS, Female.				SPINNERS, Male.			
[Data for employees from 6 establishments 1890-1903. Data for hours and wages from 6 establishments 1890-1896; 7, 1897-1903. Data from 8 establishments 1904.]				[Data from 4 establishments.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	81.3	104.0	103.1	1890.....	52.9	102.7	103.2
1891.....	71.4	103.4	99.5	1891.....	70.6	102.7	93.9
1892.....	83.5	101.9	94.8	1892.....	92.9	100.1	99.9
1893.....	86.8	98.4	104.7	1893.....	122.4	99.2	98.5
1894.....	87.9	98.1	96.3	1894.....	89.4	99.5	95.9
1895.....	141.8	97.9	97.4	1895.....	112.9	98.9	99.7
1896.....	85.7	98.5	109.8	1896.....	94.1	99.1	103.4
1897.....	111.0	99.3	99.2	1897.....	105.9	99.0	104.4
1898.....	118.7	99.0	99.2	1898.....	129.4	99.3	99.7
1899.....	127.5	99.4	95.6	1899.....	123.5	99.6	101.5
1900.....	115.4	99.8	95.9	1900.....	151.8	99.8	97.2
1901.....	133.0	99.4	96.4	1901.....	143.5	99.9	105.3
1902.....	127.5	99.3	97.6	1902.....	183.5	99.8	103.3
1903.....	126.4	98.7	107.9	1903.....	195.3	99.8	105.3
1904.....	103.7	98.9	107.7	1904.....	190.1	97.7	109.6

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

SILK GOODS—Concluded.

WEAVERS, RIBBON, Female.				WINDERS, Female.			
[Data for employees from 1 establishment 1890-1903. Data for hours and wages from 1 establishment 1890-1899; 2, 1900-1903. Data from 2 establishments 1904.]				[Data from 9 establishments.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	135.6	100.0	99.3	1890.....	95.3	103.0	95.9
1891.....	101.7	100.0	102.0	1891.....	82.8	103.1	84.3
1892.....	101.7	100.0	100.2	1892.....	96.9	102.2	92.8
1893.....	76.3	100.0	101.4	1893.....	102.7	98.4	98.4
1894.....	76.3	100.0	100.2	1894.....	93.0	98.7	106.8
1895.....	93.2	100.0	95.6	1895.....	105.9	98.7	106.2
1896.....	118.6	100.0	99.7	1896.....	95.7	99.0	103.2
1897.....	84.7	100.0	97.7	1897.....	103.1	99.0	101.4
1898.....	93.2	100.0	104.0	1898.....	114.5	98.8	107.4
1899.....	110.2	100.0	100.0	1899.....	108.6	99.1	103.3
1900.....	118.6	100.0	95.2	1900.....	107.8	99.3	105.3
1901.....	67.8	100.0	95.4	1901.....	109.4	99.1	109.1
1902.....	161.0	100.0	84.6	1902.....	110.5	99.2	111.2
1903.....	122.0	100.0	89.7	1903.....	113.3	99.3	115.3
1904.....	112.9	92.2	83.3	1904.....	110.2	98.9	115.2

SLAUGHTERING AND MEAT PACKING.

BACK SKINNERS, CATTLE, Male.				DRY SALTERS, Male.			
[Data from 4 establishments 1890-1903; 8 establishments 1904.]				[Data from 6 establishments 1890-1903; 13 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	80.0	98.0	102.9	1890.....	66.3	100.0	105.4
1891.....	80.0	98.0	102.9	1891.....	66.3	100.0	104.5
1892.....	80.0	98.0	104.7	1892.....	68.6	100.0	103.1
1893.....	100.0	101.5	104.3	1893.....	73.8	100.0	104.2
1894.....	100.0	101.5	96.1	1894.....	90.7	100.0	97.2
1895.....	106.7	100.6	96.1	1895.....	108.1	100.0	95.2
1896.....	106.7	100.6	96.1	1896.....	119.8	100.0	95.1
1897.....	106.7	100.6	96.1	1897.....	140.1	100.0	93.9
1898.....	106.7	100.6	97.8	1898.....	147.1	100.0	97.7
1899.....	106.7	100.6	102.9	1899.....	116.9	100.0	101.9
1900.....	106.7	100.6	109.8	1900.....	129.1	100.0	99.1
1901.....	106.7	100.6	109.8	1901.....	125.6	100.0	100.5
1902.....	120.0	97.2	114.8	1902.....	129.7	100.0	106.1
1903.....	120.0	97.2	125.4	1903.....	144.8	100.0	111.5
1904.....	129.6	97.2	129.0	1904.....	131.7	99.5	112.8

GUTTERS, CATTLE, Male.				GUTTERS, HOG, Male.			
[Data from 5 establishments 1890-1903; 9 establishments 1904.]				[Data from 5 establishments 1890-1903; 12 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	81.3	98.4	102.8	1890.....	100.0	99.9	100.1
1891.....	81.3	98.4	102.8	1891.....	100.0	99.9	100.1
1892.....	81.3	98.4	105.4	1892.....	100.0	99.9	100.1
1893.....	100.0	101.4	105.1	1893.....	100.0	99.9	100.1
1894.....	100.0	101.4	93.6	1894.....	100.0	99.9	100.1
1895.....	106.3	100.4	97.6	1895.....	100.0	99.9	100.1
1896.....	106.3	100.4	97.6	1896.....	100.0	99.9	100.1
1897.....	106.3	100.4	97.6	1897.....	100.0	99.9	100.1
1898.....	106.3	100.4	98.9	1898.....	107.7	100.4	98.6
1899.....	106.3	100.4	98.9	1899.....	107.7	100.4	100.3
1900.....	106.3	100.4	104.3	1900.....	107.7	100.4	99.4
1901.....	106.3	100.4	107.0	1901.....	115.4	100.8	98.1
1902.....	125.0	98.0	112.3	1902.....	115.4	100.2	98.1
1903.....	118.8	97.2	119.9	1903.....	115.4	100.2	99.3
1904.....	114.4	97.2	122.2	1904.....	140.1	100.4	84.3

DEPARTMENT OF THE BUREAU OF LABOR.

TABLE 20. AVERAGE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

SCRAPEYING AND MEAT PACKING—Continued.

SCRAPEYING, CATTLE, Male.				HEADERS, HOG, Male.			
[Data from 4 establishments 1890-1903; 9 establishments 1904.]				[Data from 6 establishments 1890-1903; 13 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99	100.0	100.0	100.0	Average 1890-99	100.0	100.0	100.0
1890	105.0	101.4	97.8	1890	114.3	97.0	97.0
1891	105.9	101.4	97.8	1891	114.3	97.0	97.0
1892	105.9	101.4	97.8	1892	114.3	97.0	97.0
1893	100.0	100.7	102.0	1893	114.3	97.0	107.6
1894	100.0	100.7	97.9	1894	114.3	97.0	107.6
1895	100.0	99.1	101.0	1895	85.7	103.0	99.4
1896	100.0	99.1	98.5	1896	85.7	103.0	99.4
1897	100.0	99.1	101.6	1897	85.7	103.0	99.4
1898	94.1	98.2	105.7	1898	85.7	103.0	99.4
1899	100.0	99.1	99.8	1899	85.7	103.0	96.2
1900	100.0	99.1	107.8	1900	85.7	103.0	99.4
1901	94.1	98.2	107.3	1901	85.7	103.0	99.4
1902	111.8	95.9	113.8	1902	85.7	101.4	97.8
1903	111.8	95.9	123.1	1903	85.7	101.4	106.6
1904	111.8	95.9	126.6	1904	85.7	101.4	107.3

LABORERS, Male.				PICKLERS, Male.			
[Data from 4 establishments 1890-1903; 13 establishments 1904.]				[Data from 7 establishments 1890-1903; 12 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99	100.0	100.0	100.0	Average 1890-99	100.0	100.0	100.0
1890	85.1	100.0	105.1	1890	60.8	100.0	104.0
1891	87.3	100.0	105.0	1891	69.0	100.0	103.3
1892	90.7	100.0	105.1	1892	70.7	100.0	103.4
1893	88.9	100.0	105.6	1893	74.6	100.0	103.4
1894	99.7	100.0	95.4	1894	88.7	100.0	96.2
1895	101.3	100.0	94.9	1895	104.8	100.0	95.1
1896	101.3	100.0	91.5	1896	115.5	100.0	95.5
1897	108.3	100.0	94.9	1897	136.1	100.0	96.8
1898	111.6	100.0	98.0	1898	147.0	100.0	99.8
1899	125.7	100.0	101.5	1899	132.4	100.0	102.2
1900	130.4	100.0	98.0	1900	136.6	100.0	100.5
1901	137.1	100.0	97.2	1901	150.7	100.0	100.8
1902	144.3	100.0	101.5	1902	153.8	100.0	107.9
1903	143.0	100.0	107.8	1903	159.4	100.0	114.0
1904	131.2	100.0	108.9	1904	148.9	100.0	114.7

SCRAPEYING, CATTLE, Male.				SCRAPERS, HOG, Male.			
[Data from 2 establishments 1890-1903; 6 establishments 1904.]				[Data from 5 establishments 1890-1903; 12 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99	100.0	100.0	100.0	Average 1890-99	100.0	100.0	100.0
1890	146.7	100.0	102.9	1890	100.0	100.4	104.4
1891	146.7	100.0	102.9	1891	100.0	100.4	104.4
1892	146.7	100.0	102.9	1892	100.0	100.4	104.4
1893	100.0	100.0	100.3	1893	100.0	100.4	104.4
1894	100.0	100.0	95.0	1894	100.0	100.4	104.9
1895	100.0	100.0	95.0	1895	100.0	100.4	104.9
1896	100.0	100.0	95.0	1896	100.0	100.4	104.9
1897	100.0	100.0	95.0	1897	100.0	100.4	104.9
1898	100.0	100.0	100.3	1898	100.0	100.4	80.9
1899	116.7	100.0	110.8	1899	84.2	98.0	81.9
1900	116.7	100.0	110.8	1900	57.9	100.8	101.8
1901	116.7	100.0	110.8	1901	57.9	100.8	98.6
1902	116.7	100.0	118.7	1902	57.9	99.9	98.6
1903	100.0	100.0	129.3	1903	57.9	99.9	98.6
1904	111.8	100.0	136.0	1904	60.0	100.0	98.6

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

SLAUGHTERING AND MEAT PACKING—Concluded.

SIDE SKINNERS, CATTLE, Male.				SPLITTERS, CATTLE, Male.			
[Data from 4 establishments 1890-1903; 8 establishments 1904.]				[Data from 4 establishments 1890-1903; 9 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	87.8	98.3	104.3	1890.....	91.3	98.7	104.6
1891.....	87.8	98.3	104.3	1891.....	91.3	98.7	104.6
1892.....	87.8	98.3	106.9	1892.....	91.3	98.7	106.9
1893.....	102.4	101.0	106.9	1893.....	100.0	100.4	106.9
1894.....	102.4	101.0	95.1	1894.....	100.0	100.4	95.0
1895.....	104.9	100.7	95.1	1895.....	108.7	100.6	95.0
1896.....	104.9	100.7	95.1	1896.....	108.7	100.6	95.0
1897.....	104.9	100.7	95.1	1897.....	108.7	100.6	95.0
1898.....	104.9	100.7	96.7	1898.....	108.7	100.6	96.9
1899.....	107.3	100.4	100.5	1899.....	108.7	100.6	100.2
1900.....	107.3	100.4	106.9	1900.....	108.7	100.6	106.9
1901.....	109.8	100.1	106.9	1901.....	108.7	100.6	106.9
1902.....	119.5	99.0	111.3	1902.....	121.7	99.2	111.3
1903.....	114.6	98.2	116.4	1903.....	126.1	98.8	116.3
1904.....	111.0	98.2	118.8	1904.....	123.2	98.8	118.5

SPLITTERS, HOG, Male.				STICKERS, CATTLE, Male.			
[Data from 6 establishments 1890-1903; 13 establishments 1904.]				[Data from 5 establishments 1890-1903; 8 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	100.1	98.4	1890.....	100.0	100.0	103.6
1891.....	100.0	100.1	98.4	1891.....	100.0	100.0	103.6
1892.....	100.0	100.1	98.4	1892.....	100.0	100.0	103.6
1893.....	100.0	100.1	99.0	1893.....	100.0	100.0	103.6
1894.....	100.0	100.1	99.0	1894.....	100.0	100.0	97.4
1895.....	100.0	100.1	100.9	1895.....	100.0	100.0	97.4
1896.....	100.0	100.1	100.9	1896.....	100.0	100.0	97.4
1897.....	100.0	100.1	100.9	1897.....	100.0	100.0	97.4
1898.....	114.3	99.4	101.2	1898.....	100.0	100.0	97.4
1899.....	114.3	99.4	102.9	1899.....	100.0	100.0	98.5
1900.....	114.3	99.4	102.9	1900.....	100.0	100.0	101.5
1901.....	121.4	100.2	102.0	1901.....	100.0	100.0	101.5
1902.....	121.4	99.6	102.0	1902.....	100.0	100.0	108.7
1903.....	121.4	99.6	109.4	1903.....	111.1	100.9	115.3
1904.....	121.4	99.6	110.1	1904.....	103.7	100.9	119.3

STICKERS, HOG, Male.			
[Data from 6 establishments 1890-1903; 13 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	100.0	99.5
1891.....	100.0	100.0	99.5
1892.....	100.0	100.0	99.5
1893.....	100.0	100.0	97.9
1894.....	100.0	100.0	97.9
1895.....	100.0	100.0	99.5
1896.....	100.0	100.0	99.5
1897.....	100.0	100.0	101.1
1898.....	100.0	100.0	101.1
1899.....	100.0	100.0	104.2
1900.....	100.0	100.0	104.2
1901.....	100.0	100.0	104.2
1902.....	100.0	98.4	105.8
1903.....	100.0	98.4	113.7
1904.....	100.0	98.4	113.7

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

STREETS AND SEWERS, CONTRACT WORK.

LABORERS, Male.

[Data from 36 establishments 1890-1903; 70 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	1897.....	85.6	97.4	103.7
1890.....	102.3	101.2	95.7	1898.....	81.4	97.5	105.2
1891.....	121.7	101.4	98.1	1899.....	89.6	99.0	104.9
1892.....	112.3	101.3	98.2	1900.....	99.4	98.8	107.1
1893.....	109.7	101.0	95.9	1901.....	100.1	96.5	114.9
1894.....	107.3	101.0	97.0	1902.....	100.8	95.2	120.2
1895.....	91.1	100.6	98.5	1903.....	103.9	95.1	124.3
1896.....	98.9	99.7	102.9	1904.....	104.2	95.1	125.3

STREETS AND SEWERS, MUNICIPAL WORK.

LABORERS, Male.

[Data for employees from 47 establishments 1890-1903. Data for hours and wages from 47 establishments 1890-1893; 48, 1894-1903. Data from 58 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0	1897.....	104.3	100.1	98.7
1890.....	85.8	101.1	99.8	1898.....	102.3	98.7	100.9
1891.....	86.2	100.6	99.5	1899.....	108.2	95.7	105.8
1892.....	94.6	100.9	98.3	1900.....	106.6	93.3	110.3
1893.....	98.8	101.5	98.1	1901.....	112.0	92.6	110.6
1894.....	115.1	100.7	100.9	1902.....	92.4	92.7	111.0
1895.....	106.1	100.0	99.7	1903.....	93.5	91.8	111.8
1896.....	98.4	100.6	98.1	1904.....	100.1	91.1	113.8

TOBACCO, CIGARS.

BUNCH MAKERS, HAND, Male.

[Data for employees from 1 establishment 1890-1903. Data for hours and wages from 2 establishments 1890-1895; 1, 1896-1903. Data from 4 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	74.4	99.5	98.9
1891.....	81.4	98.3	92.5
1892.....	65.1	93.3	84.2
1893.....	81.4	96.3	112.2
1894.....	102.3	96.5	101.9
1895.....	86.0	96.8	97.3
1896.....	88.4	104.8	100.5
1897.....	120.9	104.8	113.5
1898.....	127.9	104.8	100.4
1899.....	160.5	104.8	98.5
1900.....	27.9	104.8	100.1
1901.....	90.7	104.8	107.2
1902.....	102.3	104.8	101.7
1903.....	134.9	104.8	117.1
1904.....	134.9	100.6	121.8

BUNCH MAKERS, HAND, Female.

[Data for employees from 6 establishments 1890-1903. Data for hours and wages from 6 establishments 1890-1895; 7, 1896-1903. Data from 12 establishments 1904.]

Average 1890-99...	100.0	100.0	100.0
1890.....	89.6	100.0	97.1
1891.....	90.4	100.2	100.1
1892.....	84.3	99.4	98.1
1893.....	91.2	100.9	99.4
1894.....	101.2	101.3	99.9
1895.....	94.8	101.2	98.0
1896.....	92.8	99.1	100.8
1897.....	117.3	98.8	107.8
1898.....	108.8	99.0	101.7
1899.....	128.9	99.9	97.3
1900.....	60.6	93.3	91.9
1901.....	90.4	97.0	104.3
1902.....	97.2	99.3	101.2
1903.....	110.0	100.2	125.3
1904.....	105.3	98.7	135.7

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

TOBACCO, CIGARS—Continued.

BUNCH MAKERS, MACHINE, Female.

[Data from 3 establishments 1890-1903; 8 establishments 1904.]

* Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	74.8	100.7	101.8
1891.....	80.0	100.7	102.0
1892.....	87.4	100.8	103.6
1893.....	78.5	100.7	101.1
1894.....	92.6	100.8	95.0
1895.....	134.8	100.8	95.8
1896.....	95.6	98.9	96.8
1897.....	140.0	99.3	95.8
1898.....	100.0	98.5	104.0
1899.....	112.6	98.9	104.4
1900.....	134.8	99.1	108.6
1901.....	148.9	99.1	105.2
1902.....	163.0	99.3	113.4
1903.....	170.4	99.3	113.7
1904.....	180.4	99.3	116.3

CIGAR MAKERS, Male.

[Data from 9 establishments 1890-1903; 22 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	83.6	97.9	102.8
1891.....	101.6	96.4	108.2
1892.....	105.8	99.3	105.9
1893.....	145.4	100.8	101.2
1894.....	120.6	99.5	100.5
1895.....	110.6	98.9	99.0
1896.....	90.3	102.7	94.0
1897.....	69.7	98.7	96.8
1898.....	70.6	101.4	92.4
1899.....	102.5	104.3	99.2
1900.....	136.6	105.1	99.7
1901.....	174.3	106.4	105.1
1902.....	125.7	104.8	105.9
1903.....	127.3	105.4	107.9
1904.....	146.6	106.6	111.2

CIGAR ROLLERS, HAND, Male.

[Data for employees from 4 establishments 1890-1903. Data for hours and wages from 7 establishments 1890-1895; 5, 1896, 1897; 4, 1898-1903. Data from 5 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	93.0	99.1	101.2
1891.....	95.0	98.9	98.4
1892.....	88.9	97.3	96.9
1893.....	94.5	98.8	102.3
1894.....	96.5	99.7	99.2
1895.....	99.0	99.3	100.1
1896.....	95.5	100.7	100.1
1897.....	111.8	102.0	98.9
1898.....	111.1	101.8	100.5
1899.....	117.1	102.3	102.2
1900.....	71.9	96.4	102.9
1901.....	86.9	99.0	113.4
1902.....	91.0	99.4	117.4
1903.....	91.5	99.8	113.3
1904.....	94.9	97.9	114.4

CIGAR ROLLERS, HAND, Female.

[Data for employees from 4 establishments 1890-1903. Data for hours and wages from 4 establishments 1890-1895; 6, 1896, 1897; 7, 1898-1903. Data from 16 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	87.8	101.0	99.7
1891.....	89.6	101.0	99.7
1892.....	77.1	100.7	101.3
1893.....	91.4	100.8	97.6
1894.....	105.4	101.2	99.0
1895.....	97.3	101.2	105.3
1896.....	88.1	97.8	97.6
1897.....	122.9	98.6	98.7
1898.....	116.1	98.7	98.6
1899.....	125.3	98.9	102.8
1900.....	48.8	93.6	89.1
1901.....	74.4	95.8	105.8
1902.....	82.4	97.0	111.6
1903.....	87.2	97.6	116.7
1904.....	98.7	96.9	110.4

CIGAR ROLLERS, MACHINE, Female.

[Data from 2 establishments 1890-1903; 7 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	54.1	100.4	104.5
1891.....	54.1	100.4	105.5
1892.....	78.7	100.4	104.3
1893.....	64.7	100.4	107.7
1894.....	93.3	100.4	109.2
1895.....	138.3	100.4	96.4
1896.....	128.9	99.6	92.0
1897.....	124.9	99.2	94.8
1898.....	141.3	99.4	91.9
1899.....	122.2	99.2	93.8
1900.....	151.4	99.5	107.5
1901.....	165.7	99.5	129.5
1902.....	204.3	99.7	123.0
1903.....	204.9	99.7	129.2
1904.....	177.4	99.0	136.4

PACKERS, Male.

[Data for employees from 11 establishments 1890-1903. Data for hours and wages from 11 establishments 1890-1892; 12, 1893-1898; 11, 1899-1903. Data from 22 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	74.4	100.3	91.8
1891.....	75.2	100.2	100.9
1892.....	95.3	100.6	99.3
1893.....	87.6	100.5	98.4
1894.....	103.1	100.4	98.7
1895.....	102.3	100.5	100.1
1896.....	93.8	99.2	103.1
1897.....	117.8	99.6	100.9
1898.....	121.7	99.3	102.2
1899.....	131.8	99.4	104.7
1900.....	72.9	99.6	104.6
1901.....	76.7	98.9	108.0
1902.....	94.6	99.9	103.1
1903.....	83.7	100.8	114.2
1904.....	80.6	100.5	118.1

STATEMENT OF THE BUREAU OF LABOR.

RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

TOBACCO, CIGARS—Concluded.

PACKERS, Female.

[Data for employees from 3 establishments 1890-1903. Data for hours and wages from 3 establishments 1890-1899, 1, 1900-1903. Data from 13 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	61.5	101.7	109.1
1891.....	92.3	99.7	107.7
1892.....	107.7	99.2	109.1
1893.....	130.8	98.6	96.6
1894.....	115.4	99.0	89.3
1895.....	115.4	99.0	88.2
1896.....	61.5	101.7	102.1
1897.....	100.0	99.4	96.4
1898.....	92.3	99.7	102.0
1899.....	84.6	102.1	99.6
1900.....	115.4	106.6	80.1
1901.....	100.0	106.7	116.8
1902.....	138.5	106.1	103.5
1903.....	123.1	107.0	86.0
1904.....	123.8	106.2	93.8

STEMMERS, Male.

[Data for employees from 3 establishments 1890-1903. Data for hours and wages from 4 establishments 1890-1897, 1899; 3, 1898, 1900-1903. Data from 5 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	52.1	99.9	106.6
1891.....	75.5	100.0	103.0
1892.....	109.6	100.0	95.5
1893.....	144.7	100.0	89.4
1894.....	104.3	100.0	93.8
1895.....	124.5	100.0	91.9
1896.....	120.2	100.0	94.2
1897.....	56.4	99.9	109.4
1898.....	91.5	100.1	106.9
1899.....	121.3	100.1	103.8
1900.....	114.9	100.1	118.7
1901.....	60.6	100.1	121.4
1902.....	72.3	100.1	112.3
1903.....	73.4	100.1	141.8
1904.....	48.3	97.3	126.2

STEMMERS, Female.

[Data for employees from 13 establishments 1890-1903. Data for hours and wages from 14 establishments 1890, 1894-1896, 1898-1903; 13, 1891-1893, 1897. Data from 33 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	91.0	100.9	90.2
1891.....	102.5	99.8	88.6
1892.....	93.4	100.2	97.3
1893.....	94.8	98.5	94.4
1894.....	104.3	99.9	100.7
1895.....	106.1	99.3	97.2
1896.....	92.1	99.9	103.0
1897.....	100.2	99.2	100.0
1898.....	103.6	100.7	109.8
1899.....	112.0	101.0	105.8
1900.....	97.3	99.8	105.5
1901.....	98.2	99.3	120.0
1902.....	105.0	100.0	117.0
1903.....	100.9	101.0	120.4
1904.....	107.8	101.4	125.1

WOOLEN AND WORSTED GOODS.

BURLERS, Female.

[Data from 10 establishments 1890-1903; 13 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	103.1	93.3
1891.....	107.0	103.1	93.7
1892.....	108.0	102.8	97.5
1893.....	104.3	99.5	100.5
1894.....	78.6	92.8	99.2
1895.....	91.1	101.7	99.6
1896.....	80.3	101.6	107.9
1897.....	100.5	92.4	100.1
1898.....	108.0	101.7	102.9
1899.....	112.3	101.2	105.5
1900.....	120.9	101.4	111.3
1901.....	125.6	101.5	108.3
1902.....	164.2	100.1	113.3
1903.....	175.4	99.6	119.4
1904.....	184.9	98.1	118.7

CARDERS, Male.

[Data from 13 establishments 1890-1903; 14 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	97.4	101.9	99.1
1891.....	103.1	101.8	99.6
1892.....	110.8	101.8	101.7
1893.....	95.4	100.5	103.4
1894.....	99.0	100.5	98.5
1895.....	106.2	100.4	97.7
1896.....	103.1	100.5	98.1
1897.....	102.1	91.8	101.7
1898.....	91.4	100.4	99.8
1899.....	88.2	100.3	100.0
1900.....	99.0	100.2	110.9
1901.....	115.9	100.3	106.2
1902.....	115.4	99.9	106.7
1903.....	135.9	99.5	109.4
1904.....	125.5	98.6	115.0

TABLE II.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

WOOLEN AND WORSTED GOODS—Continued.

CARDERS, Female.				CARD STRIPPERS, Male.			
[Data for employees from 1 establishment 1890-1903. Data for hours and wages from 4 establishments 1890, 1901; 2, 1892, 1895, 1897; 1, 1893; 3, 1891, 1894, 1896, 1899, 1900, 1902, 1903; 5, 1898. Data from 4 establishments 1904.]				[Data from 3 establishments 1890-1903; 8 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	100.0	100.5	104.1	1890.....	92.3	100.0	92.4
1891.....	100.0	100.5	104.6	1891.....	100.0	100.0	99.3
1892.....	100.0	100.5	101.1	1892.....	69.2	100.0	103.3
1893.....	100.0	100.5	79.1	1893.....	76.9	100.0	99.5
1894.....	100.0	96.3	97.6	1894.....	92.3	100.0	99.0
1895.....	100.0	100.5	103.5	1895.....	107.7	100.0	96.5
1896.....	100.0	100.2	100.3	1896.....	100.0	100.0	104.0
1897.....	100.0	100.5	96.0	1897.....	115.4	100.0	100.2
1898.....	100.0	99.9	108.1	1898.....	123.1	100.0	98.9
1899.....	100.0	100.5	105.5	1899.....	100.0	100.0	106.7
1900.....	100.0	100.5	107.0	1900.....	107.7	100.0	111.4
1901.....	100.0	100.4	112.8	1901.....	107.7	100.0	112.2
1902.....	100.0	100.5	108.9	1902.....	84.6	100.0	116.6
1903.....	100.0	100.5	111.9	1903.....	69.2	100.0	117.6
1904.....	71.0	99.4	127.2	1904.....	70.6	98.4	120.5

COMBERS, Male.				COMBERS, Female.			
[Data from 1 establishment 1890-1903; 2 establishments 1904.]				[Data from 4 establishments 1890-1903; 5 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	33.3	102.4	95.7	1890.....	78.4	100.5	98.3
1891.....	122.2	102.4	98.9	1891.....	96.4	100.5	98.8
1892.....	100.0	102.4	95.7	1892.....	116.4	100.5	98.5
1893.....	77.8	99.0	99.5	1893.....	129.1	99.4	101.3
1894.....	77.8	99.0	107.2	1894.....	85.5	99.9	93.4
1895.....	100.0	99.0	94.0	1895.....	89.1	100.0	96.3
1896.....	100.0	99.0	104.6	1896.....	98.2	99.9	103.1
1897.....	155.6	99.0	95.4	1897.....	101.8	99.8	102.9
1898.....	155.6	99.0	95.9	1898.....	109.1	99.8	104.0
1899.....	122.2	99.0	113.3	1899.....	100.0	99.8	103.3
1900.....	144.4	99.0	106.6	1900.....	109.1	99.9	110.3
1901.....	122.2	99.0	107.9	1901.....	116.4	99.8	111.1
1902.....	188.9	99.0	103.8	1902.....	110.9	98.3	112.6
1903.....	244.4	99.0	102.1	1903.....	116.4	98.4	110.4
1904.....	366.6	99.6	93.3	1904.....	126.5	98.0	105.8

DYERS, Male.				LOOM FIXERS, Male.			
[Data from 13 establishments 1890-1903; 15 establishments 1904.]				[Data from 15 establishments 1890-1903; 16 establishments 1904.]			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0	Average 1890-99...	100.0	100.0	100.0
1890.....	93.8	99.5	100.2	1890.....	100.0	100.5	98.3
1891.....	90.7	99.6	101.5	1891.....	96.7	100.4	98.2
1892.....	107.3	99.5	100.7	1892.....	101.3	100.3	100.2
1893.....	100.0	98.4	103.1	1893.....	96.1	99.9	102.0
1894.....	97.9	101.8	95.5	1894.....	90.1	97.1	96.4
1895.....	106.7	101.4	96.5	1895.....	93.4	100.4	96.7
1896.....	98.4	100.4	98.5	1896.....	98.7	100.4	101.2
1897.....	107.8	97.8	99.4	1897.....	103.3	100.4	102.0
1898.....	100.5	100.7	101.4	1898.....	111.2	100.2	102.0
1899.....	94.3	100.8	102.6	1899.....	106.6	100.4	102.8
1900.....	95.9	100.5	109.3	1900.....	117.8	100.3	112.5
1901.....	101.6	100.6	106.8	1901.....	111.8	100.3	112.2
1902.....	105.7	99.1	108.4	1902.....	115.1	99.1	114.0
1903.....	106.7	99.6	108.2	1903.....	114.5	99.0	115.9
1904.....	107.9	98.9	108.9	1904.....	112.5	98.2	112.7

REPORT OF THE BUREAU OF LABOR.

RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY OCCUPATIONS—Concluded.

For explanation of relative figures, see page 8.]

WOMEN AND WORSTED GOODS—Concluded.

KNITTERS, HAND, Female.

Based on 1890-1903: 4 establishments 1890-1903; 1904.

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	99.3	100.9	96.7
1891.....	104.8	100.9	97.6
1892.....	97.9	100.9	98.4
1893.....	90.4	99.6	103.5
1894.....	84.9	99.8	94.2
1895.....	105.5	99.8	95.1
1896.....	102.7	99.7	101.1
1897.....	102.1	99.6	102.5
1898.....	110.3	99.5	104.4
1899.....	101.4	99.3	106.5
1900.....	107.5	99.2	118.0
1901.....	105.5	99.4	115.4
1902.....	139.0	97.7	122.8
1903.....	150.0	98.0	124.2
1904.....	148.9	98.0	120.2

SPINNERS, MULE, Male.

[Data for employees from 9 establishments 1890-1903. Data for hours and wages from 9 establishments 1890-1892; 10, 1893-1896; 11, 1897-1903. Data from 14 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	99.3	102.7	96.6
1891.....	104.8	102.7	95.5
1892.....	97.9	102.6	93.9
1893.....	90.4	99.2	101.5
1894.....	84.9	90.4	98.1
1895.....	105.5	101.6	96.2
1896.....	102.7	101.6	103.7
1897.....	102.1	94.6	104.2
1898.....	110.3	101.6	111.1
1899.....	101.4	102.9	99.0
1900.....	107.5	101.8	115.6
1901.....	105.5	101.7	114.3
1902.....	139.0	100.9	114.0
1903.....	150.0	100.4	124.8
1904.....	148.9	98.8	125.9

KNITTERS, MULE, Female.

Based on 1890-1903: 2 establishments 1890-1903; 1904. Data for hours and wages from 3 establishments 1890-1896; 1901-1903; 2, 1897-1903. Data from 4 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	99.1	100.0	98.1
1891.....	98.8	100.0	98.8
1892.....	99.6	100.0	99.6
1893.....	110.3	100.0	110.3
1894.....	80.9	100.0	92.3
1895.....	96.7	100.0	98.0
1896.....	103.0	100.0	97.7
1897.....	113.6	100.0	99.5
1898.....	115.7	100.0	98.0
1899.....	101.1	100.0	99.5
1900.....	138.4	100.0	104.0
1901.....	142.8	100.0	104.7
1902.....	139.3	100.0	121.4
1903.....	171.7	100.0	118.8
1904.....	162.2	98.7	115.1

WEAVERS, Male.

[Data for employees from 9 establishments 1890-1903. Data for hours and wages from 10 establishments 1890-1900; 11, 1901-1903. Data from 17 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
Average 1890-99...	100.0	100.0	100.0
1890.....	92.1	100.6	101.6
1891.....	98.8	100.6	102.2
1892.....	103.9	100.6	103.8
1893.....	93.6	99.5	109.7
1894.....	80.9	99.7	92.8
1895.....	96.7	99.7	94.9
1896.....	103.0	99.8	94.7
1897.....	113.6	99.7	98.0
1898.....	115.7	99.8	101.1
1899.....	101.1	99.8	101.9
1900.....	138.4	99.6	111.7
1901.....	142.8	99.6	113.6
1902.....	139.3	98.7	120.4
1903.....	171.7	98.4	124.7
1904.....	162.2	98.1	116.6

WEAVERS, Female.

Based on 1890-1903: 10 establishments 1890-1903. Data for hours and wages from 10 establishments 1890-1903; 1904. Data from 17 establishments 1904.]

Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
1897.....	92.5	99.7	100.7
1898.....	105.2	99.4	104.6
1899.....	93.4	99.4	102.4
1900.....	105.0	99.4	109.8
1901.....	107.0	99.4	112.5
1902.....	106.4	98.2	112.5
1903.....	108.2	98.2	115.9
1904.....	106.5	97.1	113.4

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY INDUSTRIES.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

AGRICULTURAL IMPLEMENTS.				BAKERY, BREAD.			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
1890.....	86.2	100.3	97.1	1890.....	93.3	100.8	99.3
1891.....	88.2	100.3	100.8	1891.....	94.6	100.8	99.9
1892.....	95.1	100.3	101.6	1892.....	96.1	100.9	100.3
1893.....	105.1	100.3	102.5	1893.....	96.0	100.5	100.2
1894.....	95.8	99.2	97.3	1894.....	97.2	100.4	98.4
1895.....	98.1	100.3	96.4	1895.....	100.2	99.9	98.7
1896.....	94.5	99.9	102.0	1896.....	102.1	99.6	99.6
1897.....	95.3	99.0	99.4	1897.....	102.6	100.2	99.8
1898.....	120.9	100.2	101.0	1898.....	107.9	99.1	100.6
1899.....	120.6	100.2	101.8	1899.....	109.8	97.8	103.1
1900.....	130.7	100.2	105.8	1900.....	114.0	96.9	106.6
1901.....	105.9	100.2	107.6	1901.....	121.0	96.3	108.8
1902.....	115.8	100.2	112.8	1902.....	130.4	95.8	113.9
1903.....	124.8	99.4	117.2	1903.....	133.7	93.9	118.9
1904.....	108.5	97.3	122.5	1904.....	142.6	93.6	121.1

BLACKSMITHING AND HORSE-SHOEING.				BOOTS AND SHOES.			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
1890.....	101.8	101.1	98.9	1890.....	77.2	100.2	97.9
1891.....	100.9	101.1	98.7	1891.....	80.0	100.8	96.2
1892.....	102.5	101.0	98.8	1892.....	86.4	100.5	98.2
1893.....	101.1	100.2	99.2	1893.....	97.1	100.1	100.5
1894.....	98.7	99.7	99.1	1894.....	99.0	99.9	99.5
1895.....	96.6	99.6	99.1	1895.....	103.2	99.9	100.6
1896.....	98.7	99.5	99.9	1896.....	110.5	99.8	100.7
1897.....	97.9	99.4	100.9	1897.....	111.3	99.7	102.5
1898.....	101.1	99.3	102.2	1898.....	111.3	99.6	101.8
1899.....	101.3	99.0	102.9	1899.....	118.4	99.5	102.3
1900.....	102.4	98.4	104.5	1900.....	123.2	99.0	105.3
1901.....	105.1	97.7	106.6	1901.....	127.7	99.2	105.2
1902.....	101.5	97.0	108.6	1902.....	124.0	98.0	108.8
1903.....	101.9	96.4	112.2	1903.....	130.4	96.6	115.6
1904.....	100.3	95.5	114.8	1904.....	143.8	96.9	117.1

BRICK.				BUILDING TRADES.			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
1890.....	98.6	99.9	101.0	1890.....	96.5	102.5	97.0
1891.....	97.6	99.9	101.3	1891.....	100.0	101.8	97.9
1892.....	99.7	100.0	102.7	1892.....	106.8	100.7	99.9
1893.....	100.2	100.0	101.8	1893.....	101.7	100.5	100.0
1894.....	98.7	100.1	99.1	1894.....	90.2	100.7	97.6
1895.....	97.9	100.0	98.5	1895.....	92.4	100.3	98.4
1896.....	100.4	100.0	97.1	1896.....	99.2	99.2	99.9
1897.....	100.9	99.9	97.4	1897.....	99.7	98.6	101.3
1898.....	101.5	100.1	100.1	1898.....	104.1	98.1	102.8
1899.....	104.1	100.2	101.1	1899.....	109.8	97.5	105.3
1900.....	102.7	99.9	103.1	1900.....	113.6	95.5	109.9
1901.....	104.6	100.0	105.1	1901.....	119.8	94.4	114.5
1902.....	108.5	99.9	110.1	1902.....	126.1	92.6	121.1
1903.....	109.9	99.3	112.2	1903.....	123.2	91.8	120.8
1904.....	110.1	98.6	112.8	1904.....	122.5	91.3	129.7

CANDY.				CARPETS.			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
1890.....	112.7	99.3	102.3	1890.....	104.2	101.2	99.6
1891.....	108.9	99.3	103.3	1891.....	100.5	101.2	97.9
1892.....	103.2	100.0	99.8	1892.....	100.6	100.4	100.0
1893.....	104.2	100.0	98.2	1893.....	105.5	99.5	99.8
1894.....	95.7	99.9	98.8	1894.....	87.0	99.6	95.3
1895.....	95.8	100.3	98.9	1895.....	101.8	99.5	97.2
1896.....	94.8	100.3	100.0	1896.....	102.6	99.5	101.9
1897.....	99.2	100.3	98.1	1897.....	93.1	99.6	101.8
1898.....	89.6	100.4	100.5	1898.....	96.9	99.6	103.0
1899.....	92.9	100.4	100.7	1899.....	106.4	99.6	103.7
1900.....	96.6	100.4	99.0	1900.....	111.5	99.7	104.1
1901.....	91.2	100.3	109.5	1901.....	115.2	99.6	108.1
1902.....	91.9	100.3	108.5	1902.....	119.4	99.6	105.4
1903.....	103.1	100.2	109.3	1903.....	122.5	99.3	111.3
1904.....	107.6	100.3	112.2	1904.....	129.9	98.3	108.1

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY INDUSTRIES—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

CARRIAGES AND WAGONS.				CARS, STEAM RAILROAD.			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
1890.....	95.5	100.4	100.0	1890.....	101.0	101.6	102.9
1891.....	98.6	100.6	99.4	1891.....	102.2	101.1	102.4
1892.....	102.9	100.4	100.4	1892.....	103.9	101.6	101.5
1893.....	103.4	100.1	99.7	1893.....	107.3	101.2	104.0
1894.....	95.7	99.5	99.2	1894.....	85.8	97.1	97.8
1895.....	97.2	100.0	98.1	1895.....	88.6	98.9	97.8
1896.....	92.8	99.7	100.7	1896.....	96.6	98.8	97.6
1897.....	97.8	99.8	100.2	1897.....	94.5	98.0	98.2
1898.....	104.6	100.3	100.1	1898.....	107.3	100.8	98.0
1899.....	111.0	99.2	102.3	1899.....	111.9	101.1	99.8
1900.....	112.7	99.2	102.2	1900.....	118.7	101.4	100.7
1901.....	121.4	99.5	101.6	1901.....	123.8	100.6	101.7
1902.....	115.2	99.7	103.4	1902.....	128.9	100.6	105.7
1903.....	116.2	98.4	107.6	1903.....	136.5	98.1	111.5
1904.....	112.9	98.3	108.9	1904.....	137.6	96.8	116.2

CLOTHING, FACTORY PRODUCT.				CLOTHING, MEN'S, CUSTOM WORK.			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
1890.....	94.8	100.3	99.5	1890.....	98.4	100.5	100.3
1891.....	95.6	100.3	99.7	1891.....	95.3	100.1	100.4
1892.....	99.6	100.3	99.6	1892.....	97.9	100.2	100.4
1893.....	99.0	100.1	100.0	1893.....	99.0	100.3	101.5
1894.....	97.0	100.1	97.2	1894.....	95.4	100.2	101.0
1895.....	97.7	100.0	98.7	1895.....	96.7	100.1	100.9
1896.....	97.1	99.8	99.9	1896.....	102.2	100.2	98.4
1897.....	99.6	99.7	100.4	1897.....	111.8	100.2	100.2
1898.....	102.5	99.7	101.9	1898.....	113.6	99.4	100.4
1899.....	105.9	99.8	103.2	1899.....	112.7	98.9	96.6
1900.....	112.2	99.0	103.0	1900.....	116.8	98.9	105.2
1901.....	114.9	98.0	106.7	1901.....	125.9	99.0	106.6
1902.....	121.7	97.6	103.1	1902.....	128.7	98.9	107.7
1903.....	126.9	97.3	105.9	1903.....	130.7	97.1	111.1
1904.....	129.4	96.9	110.0	1904.....	137.7	97.3	110.3

COTTON GOODS.				DYEING, FINISHING, AND PRINTING TEXTILES.			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
1890.....	87.7	99.9	102.8	1890.....	97.3	101.7	98.6
1891.....	98.3	100.7	98.9	1891.....	98.9	101.7	97.5
1892.....	95.8	101.2	100.3	1892.....	99.5	101.1	99.4
1893.....	98.2	99.9	103.6	1893.....	100.4	99.5	100.7
1894.....	96.1	98.6	96.9	1894.....	92.7	98.9	99.4
1895.....	94.9	100.0	96.9	1895.....	95.5	99.5	99.6
1896.....	98.8	99.5	101.9	1896.....	98.7	99.5	101.1
1897.....	104.6	99.4	101.2	1897.....	104.4	98.9	101.0
1898.....	112.5	100.3	97.4	1898.....	102.2	99.6	101.5
1899.....	112.1	100.4	97.3	1899.....	110.9	99.6	101.2
1900.....	115.5	100.2	109.2	1900.....	112.6	99.6	103.3
1901.....	109.0	100.0	110.4	1901.....	117.6	99.6	103.5
1902.....	117.2	99.2	116.2	1902.....	126.2	99.6	104.3
1903.....	107.2	99.0	123.2	1903.....	128.1	99.6	105.0
1904.....	105.3	99.1	119.7	1904.....	126.8	99.9	103.6

ELECTRICAL APPARATUS AND SUPPLIES.				FLOUR.			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
1890.....	51.7	100.0	98.6	1890.....	90.3	100.3	99.4
1891.....	55.1	100.0	98.7	1891.....	89.4	100.1	100.3
1892.....	57.1	100.1	98.2	1892.....	91.6	100.1	100.3
1893.....	65.6	100.1	97.7	1893.....	96.1	100.1	99.7
1894.....	79.3	100.4	95.7	1894.....	92.8	100.3	98.7
1895.....	100.6	100.4	97.3	1895.....	92.4	100.3	98.5
1896.....	130.1	99.6	99.7	1896.....	106.5	99.9	99.8
1897.....	137.1	99.9	103.0	1897.....	107.1	100.1	100.1
1898.....	132.5	99.7	105.8	1898.....	117.2	99.5	101.5
1899.....	169.4	99.9	105.5	1899.....	117.7	99.4	101.8
1900.....	203.4	100.1	102.6	1900.....	118.7	99.3	103.3
1901.....	213.2	91.1	107.8	1901.....	120.6	99.3	107.6
1902.....	231.9	91.1	107.3	1902.....	123.4	98.1	110.4
1903.....	249.7	91.1	110.8	1903.....	124.0	97.7	111.2
1904.....	236.1	91.1	110.2	1904.....	124.0	97.5	111.4

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY INDUSTRIES—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

FOUNDRY AND MACHINE SHOP.				FURNITURE.			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
1890.....	101.8	100.5	99.2	1890.....	93.7	101.2	99.3
1891.....	101.1	100.4	100.3	1891.....	95.3	100.4	101.9
1892.....	94.5	100.2	102.7	1892.....	101.4	99.5	102.5
1893.....	99.6	100.0	101.6	1893.....	98.5	100.2	100.5
1894.....	87.7	99.9	98.7	1894.....	95.2	98.3	99.2
1895.....	93.2	100.1	99.1	1895.....	96.1	100.0	97.0
1896.....	93.9	99.8	100.5	1896.....	99.0	100.4	97.6
1897.....	93.5	99.7	99.7	1897.....	102.8	99.9	100.3
1898.....	108.1	99.9	99.0	1898.....	104.5	100.2	98.7
1899.....	125.1	99.4	99.1	1899.....	113.4	100.0	103.0
1900.....	126.8	99.2	101.5	1900.....	110.0	99.7	103.4
1901.....	132.0	98.1	104.7	1901.....	113.5	98.4	110.4
1902.....	139.2	96.6	108.2	1902.....	119.8	97.3	117.0
1903.....	149.1	95.4	112.2	1903.....	117.2	97.2	118.2
1904.....	133.2	94.6	113.9	1904.....	116.3	96.3	119.9
GAS.				GLASS.			
1890.....	110.1	100.6	99.5	1890.....	90.4	100.1	101.5
1891.....	95.4	100.7	99.0	1891.....	108.2	99.9	100.2
1892.....	91.3	101.0	99.6	1892.....	101.6	100.0	101.3
1893.....	84.1	101.0	100.4	1893.....	97.6	100.1	100.2
1894.....	100.5	101.0	101.2	1894.....	93.1	99.8	99.1
1895.....	95.6	100.7	99.7	1895.....	92.8	99.9	92.6
1896.....	93.2	100.9	101.0	1896.....	95.7	100.0	96.6
1897.....	111.0	100.8	100.7	1897.....	95.9	100.3	98.3
1898.....	129.8	97.3	98.6	1898.....	104.9	100.0	101.2
1899.....	91.6	96.3	100.3	1899.....	108.7	99.9	103.5
1900.....	104.0	94.8	101.3	1900.....	110.3	100.3	107.7
1901.....	99.0	97.4	96.5	1901.....	112.6	100.0	107.5
1902.....	121.1	95.3	104.9	1902.....	115.0	99.9	115.0
1903.....	119.4	96.3	101.3	1903.....	116.7	99.7	120.0
1904.....	138.0	96.2	101.8	1904.....	117.8	99.6	110.3
HARNESS.				HATS, FUR.			
1890.....	91.0	100.4	100.2	1890.....	86.2	100.7	104.4
1891.....	91.8	100.4	100.6	1891.....	94.0	100.5	100.5
1892.....	94.1	100.2	100.6	1892.....	90.9	100.5	100.0
1893.....	94.2	100.1	101.0	1893.....	100.0	100.2	97.5
1894.....	94.5	100.0	99.0	1894.....	103.2	100.2	99.6
1895.....	99.3	99.8	98.5	1895.....	90.1	100.1	97.8
1896.....	104.3	99.7	98.7	1896.....	94.5	100.2	98.8
1897.....	105.9	99.8	99.5	1897.....	101.0	100.0	100.6
1898.....	110.2	99.9	100.7	1898.....	109.5	99.4	99.8
1899.....	117.6	99.7	101.2	1899.....	132.1	98.3	100.9
1900.....	124.5	99.8	102.0	1900.....	147.0	98.5	102.4
1901.....	128.5	99.5	105.6	1901.....	160.9	98.7	103.0
1902.....	135.7	99.0	108.7	1902.....	164.6	94.2	110.3
1903.....	138.8	98.0	115.8	1903.....	168.6	92.6	113.8
1904.....	137.6	97.6	118.0	1904.....	166.9	92.9	115.7
HOSIERY AND KNIT GOODS.				IRON AND STEEL, BAR IRON AND STEEL.			
1890.....	81.3	101.5	106.1	1890.....	90.4	102.7	110.3
1891.....	89.3	101.5	107.3	1891.....	98.4	101.6	104.9
1892.....	122.6	101.5	99.0	1892.....	98.3	101.8	100.0
1893.....	116.4	100.3	102.5	1893.....	105.9	101.4	95.7
1894.....	83.7	95.0	97.7	1894.....	100.2	101.3	90.1
1895.....	99.8	100.2	102.9	1895.....	103.7	100.7	91.7
1896.....	93.1	100.0	99.8	1896.....	93.9	101.0	99.3
1897.....	93.1	100.1	94.7	1897.....	97.7	97.1	98.0
1898.....	111.3	100.0	95.5	1898.....	99.7	96.6	96.3
1899.....	107.9	100.0	94.7	1899.....	101.6	95.9	113.7
1900.....	120.8	98.9	98.0	1900.....	108.9	97.3	118.2
1901.....	131.8	98.7	102.4	1901.....	100.7	96.4	119.7
1902.....	121.2	98.9	108.7	1902.....	104.1	98.8	132.8
1903.....	125.6	98.4	115.5	1903.....	109.2	98.4	136.5
1904.....	125.6	98.3	113.5	1904.....	100.2	97.9	125.6

III RELATIVE RATES AND HOURS OF LABOR, 1890 TO 1904, BY INDUSTRIES CLASSIFIED

For explanation of symbols and abbreviations see page 5.]

IRON AND STEEL, BLAST FURNACE.

Year	Relative Hours per week	Relative Hours per week	Relative Wages per hour
1890	100.0	100.0	100.0
1891	100.0	100.0	100.0
1892	100.0	100.0	100.0
1893	100.0	100.0	100.0
1894	100.0	100.0	100.0
1895	100.0	100.0	100.0
1896	100.0	100.0	100.0
1897	100.0	100.0	100.0
1898	100.0	100.0	100.0
1899	100.0	100.0	100.0
1900	100.0	100.0	100.0
1901	100.0	100.0	100.0
1902	100.0	100.0	100.0
1903	100.0	100.0	100.0
1904	100.0	100.0	100.0

LEATHER.

LIQUORS, MALT.

Year	Relative Hours per week	Relative Hours per week	Relative Wages per hour
1890	100.0	100.0	100.0
1891	100.0	100.0	100.0
1892	100.0	100.0	100.0
1893	100.0	100.0	100.0
1894	100.0	100.0	100.0
1895	100.0	100.0	100.0
1896	100.0	100.0	100.0
1897	100.0	100.0	100.0
1898	100.0	100.0	100.0
1899	100.0	100.0	100.0
1900	100.0	100.0	100.0
1901	100.0	100.0	100.0
1902	100.0	100.0	100.0
1903	100.0	100.0	100.0
1904	100.0	100.0	100.0

LEATHER.

MARBLE AND STONE WORK.

Year	Relative Hours per week	Relative Hours per week	Relative Wages per hour
1890	100.0	100.0	100.0
1891	100.0	100.0	100.0
1892	100.0	100.0	100.0
1893	100.0	100.0	100.0
1894	100.0	100.0	100.0
1895	100.0	100.0	100.0
1896	100.0	100.0	100.0
1897	100.0	100.0	100.0
1898	100.0	100.0	100.0
1899	100.0	100.0	100.0
1900	100.0	100.0	100.0
1901	100.0	100.0	100.0
1902	100.0	100.0	100.0
1903	100.0	100.0	100.0
1904	100.0	100.0	100.0

PAPER AND WOOD PULP.

PLACING MILL.

Year	Relative Hours per week	Relative Hours per week	Relative Wages per hour
1890	100.0	100.0	100.0
1891	100.0	100.0	100.0
1892	100.0	100.0	100.0
1893	100.0	100.0	100.0
1894	100.0	100.0	100.0
1895	100.0	100.0	100.0
1896	100.0	100.0	100.0
1897	100.0	100.0	100.0
1898	100.0	100.0	100.0
1899	100.0	100.0	100.0
1900	100.0	100.0	100.0
1901	100.0	100.0	100.0
1902	100.0	100.0	100.0
1903	100.0	100.0	100.0
1904	100.0	100.0	100.0

TABLE III.—RELATIVE WAGES AND HOURS OF LABOR, 1890 TO 1904, BY INDUSTRIES—Continued.

[Average 1890-1899 = 100.0. For explanation of relative figures, see page 8.]

POTTERY.				PRINTING AND PUBLISHING, BOOK AND JOB.			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.*	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
1890.....	101.8	99.7	98.8	1890.....	97.3	101.0	97.8
1891.....	104.8	99.6	99.7	1891.....	98.5	101.0	99.6
1892.....	100.8	99.7	100.1	1892.....	96.9	100.5	99.2
1893.....	103.1	99.6	102.5	1893.....	96.9	100.4	100.2
1894.....	101.2	99.6	99.6	1894.....	95.0	100.1	99.6
1895.....	93.3	100.0	96.4	1895.....	97.0	100.2	99.5
1896.....	95.0	100.2	95.3	1896.....	98.2	100.1	100.3
1897.....	98.6	100.6	99.9	1897.....	107.0	100.2	99.2
1898.....	95.4	100.6	104.9	1898.....	106.2	99.4	101.2
1899.....	99.7	100.4	103.0	1899.....	112.2	97.2	103.6
1900.....	102.0	100.1	99.8	1900.....	117.0	95.1	109.3
1901.....	100.7	100.3	102.4	1901.....	122.0	94.4	110.7
1902.....	99.5	100.3	104.6	1902.....	123.9	93.2	114.3
1903.....	103.5	99.2	107.7	1903.....	126.6	93.1	116.1
1904.....	109.9	99.6	109.6	1904.....	134.3	92.4	118.9

PRINTING AND PUBLISHING, NEWSPAPER.				SHIPBUILDING.			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.*	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
1890.....	105.4	100.2	103.0	1890.....	86.7	100.8	97.5
1891.....	107.2	100.1	99.6	1891.....	89.7	100.3	97.2
1892.....	116.2	100.6	98.8	1892.....	93.0	100.3	97.9
1893.....	107.4	101.3	98.0	1893.....	87.0	100.1	98.7
1894.....	94.7	100.5	97.4	1894.....	86.0	99.7	95.6
1895.....	88.7	100.4	96.3	1895.....	101.3	100.0	101.0
1896.....	97.0	100.2	98.6	1896.....	91.2	99.9	102.0
1897.....	96.3	100.0	99.2	1897.....	89.3	99.3	104.0
1898.....	91.6	99.1	102.8	1898.....	122.2	99.7	103.8
1899.....	92.1	97.9	106.1	1899.....	147.6	99.8	102.3
1900.....	89.1	97.6	106.3	1900.....	156.2	99.9	102.6
1901.....	90.3	97.4	106.3	1901.....	159.5	98.8	104.2
1902.....	96.7	97.1	109.3	1902.....	169.5	98.2	108.2
1903.....	95.5	96.2	113.4	1903.....	163.9	97.4	110.3
1904.....	92.0	95.7	114.1	1904.....	164.7	96.0	112.5

SILK GOODS.				SLAUGHTERING AND MEAT PACKING.			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.*	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
1890.....	85.2	103.0	99.7	1890.....	89.3	99.5	102.2
1891.....	83.2	103.0	97.1	1891.....	90.0	99.5	102.1
1892.....	91.5	102.1	99.8	1892.....	90.5	99.5	102.7
1893.....	88.7	99.0	100.5	1893.....	96.9	100.2	103.4
1894.....	93.3	98.6	100.1	1894.....	99.7	100.2	97.9
1895.....	104.7	98.6	101.9	1895.....	101.8	100.3	97.8
1896.....	103.2	98.8	101.3	1896.....	103.3	100.3	97.6
1897.....	113.6	98.9	99.4	1897.....	106.5	100.3	98.0
1898.....	117.4	99.1	99.7	1898.....	108.9	100.2	98.0
1899.....	121.7	99.0	100.4	1899.....	107.5	100.0	100.2
1900.....	113.5	99.3	100.3	1900.....	107.2	100.3	103.6
1901.....	122.5	99.1	99.9	1901.....	109.1	100.3	103.3
1902.....	144.9	99.0	101.9	1902.....	114.9	99.3	107.1
1903.....	138.1	98.8	104.9	1903.....	115.3	99.2	113.6
1904.....	130.8	97.9	106.3	1904.....	115.0	99.2	114.6

STREETS AND SEWERS, CONTRACT WORK.				STREETS AND SEWERS, MUNICIPAL WORK.			
Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.*	Year.	Relative number of employees.	Relative hours per week.	Relative wages per hour.
1890.....	102.3	101.2	95.7	1890.....	85.8	101.1	99.8
1891.....	121.7	101.4	98.1	1891.....	86.2	100.6	99.5
1892.....	112.3	101.3	98.2	1892.....	94.6	100.9	98.3
1893.....	109.7	101.0	95.9	1893.....	98.8	101.5	98.1
1894.....	107.3	101.0	97.0	1894.....	115.1	100.7	100.9
1895.....	91.1	100.6	98.5	1895.....	106.1	100.0	99.7
1896.....	98.9	99.7	102.9	1896.....	98.4	100.6	98.1
1897.....	85.6	97.4	103.7	1897.....	104.3	100.1	98.7
1898.....	81.4	97.5	105.2	1898.....	102.3	98.7	100.9
1899.....	89.6	99.0	104.9	1899.....	108.2	95.7	105.8
1900.....	99.4	98.8	107.1	1900.....	106.6	93.3	110.3
1901.....	100.1	96.5	114.9	1901.....	112.0	92.6	110.6
1902.....	100.8	95.2	120.2	1902.....	99.4	92.7	111.0
1903.....	103.9	95.1	124.3	1903.....	93.5	91.8	111.8
1904.....	104.2	95.1	125.3	1904.....	100.1	91.1	113.8

UNITED STATES BUREAU OF LABOR

ANALYSIS OF COSTS OF LABOR, 1890 TO 1904, BY INDUSTRY

For the purpose of this report, the cost of labor is defined as the sum of wages and salaries paid to the employees of the establishment, exclusive of the cost of the materials and of the depreciation of the plant and equipment. (See page 5.)

WOOLEN AND WORSTED GOODS.

Year	Cost of labor per yard of cloth	Relative cost of labor per yard of cloth, 1890 = 100	Relative cost of labor per yard of cloth, 1904 = 100
1890	1.00	100.0	98.1
1891	1.01	101.0	99.1
1892	1.02	102.0	99.5
1893	1.03	103.0	101.5
1894	1.04	104.0	97.2
1895	1.05	105.0	96.3
1896	1.06	106.0	100.9
1897	1.07	107.0	100.2
1898	1.08	108.0	102.5
1899	1.09	109.0	103.7
1900	1.10	110.0	110.4
1901	1.11	111.0	110.6
1902	1.12	112.0	113.5
1903	1.13	113.0	113.2
1904	1.14	114.0	115.4

TABLE IV.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, IN TWENTY-ONE SELECTED OCCUPATIONS, BY CITIES.

BUILDING TRADES.

BRICKLAYERS, Male.

Locality.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Atlanta, Ga.	3	30	49	57.67	57.37	\$0.3800	\$0.4041
Augusta, Ga.	2	86	30	54.00	54.00	.3456	.3386
Baltimore, Md.	3	108	164	48.00	48.00	.5556	.6102
Birmingham, Ala.	3	100	11	48.00	48.00	.5000	.4909
Boston, Mass.	7	289	229	48.00	48.00	.5253	.5400
Buffalo, N. Y.	3	203	319	48.00	48.00	.5000	.5000
Butte, Mont.	2	16	14	48.00	48.00	.7500	.7500
Charleston, S. C.	3	19	18	54.00	54.00	.3438	.3926
Chicago, Ill.	4	395	454	44.00	44.00	.6000	.6000
Cincinnati, Ohio	5	67	86	48.00	45.80	.5625	.5965
Cleveland, Ohio	4	75	89	49.92	48.00	.5293	.5000
Denver, Colo.	2	14	16	44.00	44.00	.6652	.6250
Des Moines, Iowa	3	41	33	48.00	48.00	.5625	.5625
Detroit, Mich.	3	62	86	48.00	48.00	.5300	.5000
Dubuque, Iowa	2	16	21	54.00	54.00	.5000	.5000
Duluth, Minn.	2	35	31	48.00	48.00	.6571	.6484
Grand Rapids, Mich.	2	46	25	48.00	48.00	.5000	.5000
Hartford, Conn.	2	21	23	48.00	48.00	.5000	.5000
Houston, Tex.	2	26	10	44.00	44.00	.7500	.7500
Indianapolis, Ind.	3	54	53	48.00	47.60	.6000	.6000
Jacksonville, Fla.	3	53	27	53.81	51.15	.4421	.4739
Jersey City, N. J.	3	49	47	44.00	44.00	.5500	.5500
Kansas City, Mo.	2	27	21	48.00	48.00	.6250	.6250
Little Rock, Ark.	2	28	25	48.00	48.00	.5625	.5625
Los Angeles, Cal.	2	35	66	48.00	48.00	.6250	.6250
Louisville, Ky.	3	74	59	48.00	48.00	.5625	.6000
Manchester, N. H.	2	23	24	51.13	51.00	.4278	.4458
Memphis, Tenn.	2	26	22	48.00	44.00	.6250	.6250
Meridian, Miss.	2	12	11	55.00	55.64	.4458	.4591
Milwaukee, Wis.	2	33	23	48.00	48.00	.5000	.5174
Minneapolis, Minn.	5	41	51	49.61	49.76	.5244	.5363
Mobile, Ala.	3	8	16	51.00	48.00	.4472	.5359
Newark, N. J.	4	73	55	44.00	44.00	.5702	.5750
New Orleans, La.	3	91	68	48.00	48.00	.6250	.6250
New York, N. Y. (a)	9	437	473	44.00	44.00	.6366	.6500
Omaha, Nebr.	2	31	16	44.00	44.00	.6250	.6250
Philadelphia, Pa.	7	355	255	44.00	44.00	.6000	.6000
Pittsburg and Allegheny, Pa.	2	44	36	48.00	48.00	.6000	.6000
Portland, Oreg.	2	37	28	48.00	48.00	.6875	.6875
Providence, R. I.	2	17	32	48.00	48.00	.4500	.4500
Racine, Wis.	2	40	31	48.00	48.00	.4975	.5210
Richmond, Va.	3	38	58	48.00	48.00	.5000	.5259
St. Louis, Mo.	3	92	71	44.00	44.00	.6418	.6577
St. Paul, Minn.	3	31	39	48.00	48.00	.5242	.5385
Salt Lake City, Utah	2	17	16	46.59	44.00	.6618	.6211
San Francisco, Cal.	4	97	111	45.61	44.00	.7500	.7500
Seattle, Wash.	2	28	27	44.00	44.00	.6875	.6875
Sioux Falls, S. Dak.	2	12	14	48.00	48.00	.5500	.5500
South Bend, Ind.	2	27	22	54.00	54.00	.5056	.5159
Tampa, Fla.	2	27	20	48.00	48.00	.5347	.5975
Terre Haute, Ind.	4	35	39	48.00	48.00	.5329	.5436
Vicksburg, Miss.	2	10	11	54.00	54.00	.5000	.5000
Washington, D. C.	3	63	64	48.00	48.00	.5625	.5625
Wheeling, W. Va.	2	31	34	48.00	48.00	.5625	.5625
Wilmington, Del.	3	39	45	48.00	48.00	.5000	.5156

CARPENTERS, Male.

Altoona, Pa.	2	35	39	60.00	60.00	\$0.2714	\$0.2717
Atlanta, Ga.	3	72	68	60.00	59.79	.2389	.2427
Augusta, Ga.	3	71	46	54.17	54.26	.2196	.2201
Baltimore, Md.	4	116	106	48.00	48.00	.3720	.3738
Birmingham, Ala.	4	93	46	49.16	49.96	.3269	.3174
Boston, Mass.	5	319	323	48.51	48.12	.3491	.3705
Buffalo, N. Y.	3	173	193	48.00	49.43	.3529	.3754
Butte, Mont.	2	24	23	48.00	48.00	.6250	.6250
Charleston, S. C.	3	63	68	54.00	54.00	.2231	.2149
Chicago, Ill.	3	179	90	44.00	44.00	.5000	.5000

(a) Greater New York.

ANNUAL EARNINGS AND HOURS OF LABOR, 1903 AND 1904, IN VARIOUS OCCUPATIONS, BY CITIES—Continued.

BUILDING TRADES—Continued.

CARPENTERS, Male—Continued.

City.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Albany, N. Y.	4	243	191	48.00	48.30	\$0.3694	\$0.3794
Albany, N. Y.	3	176	72	48.00	48.00	.3633	.4000
Albany, N. Y.	2	55	52	47.82	44.00	.4500	.4500
Albany, N. Y.	4	99	90	48.00	48.00	.3649	.3639
Albany, N. Y.	3	146	316	48.00	48.00	.3191	.3432
Albany, N. Y.	2	37	36	54.00	48.00	.2967	.3226
Albany, N. Y.	2	43	41	54.00	54.00	.3121	.3268
Albany, N. Y.	2	14	20	54.00	54.00	.2718	.2667
Albany, N. Y.	2	38	32	48.00	48.00	.3717	.3604
Albany, N. Y.	3	59	73	48.51	49.64	.3640	.3438
Albany, N. Y.	3	164	171	54.00	48.53	.2712	.3009
Albany, N. Y.	2	29	35	44.00	44.00	.4100	.4100
Albany, N. Y.	2	35	32	48.00	48.00	.3856	.3922
Albany, N. Y.	2	40	52	58.50	50.42	.2832	.3373
Albany, N. Y.	2	81	97	48.00	48.00	.4375	.4375
Albany, N. Y.	3	116	119	54.00	54.00	.2900	.2904
Albany, N. Y.	2	81	59	54.00	54.00	.2451	.2466
Albany, N. Y.	2	60	27	45.00	44.00	.3672	.4000
Albany, N. Y.	2	46	49	60.00	60.00	.3016	.2163
Albany, N. Y.	3	47	54	48.00	48.00	.3111	.3153
Albany, N. Y.	3	102	109	48.00	48.00	.3719	.3727
Albany, N. Y.	2	10	18	54.00	48.00	.2586	.2717
Albany, N. Y.	2	315	331	44.36	44.00	.4089	.4089
Albany, N. Y.	4	59	57	48.00	48.00	.3525	.3570
Albany, N. Y.	10	403	300	44.00	44.00	.5357	.5291
Albany, N. Y.	2	38	40	44.00	44.00	.3067	.3069
Albany, N. Y.	2	112	116	44.00	44.00	.3750	.3750
Albany, N. Y.	2	11	55	48.00	48.00	.4000	.4000
Albany, N. Y.	6	295	244	46.28	46.38	.4000	.4000
Albany, N. Y.	3	288	187	48.00	48.00	.4370	.4350
Albany, N. Y.	3	83	121	48.00	48.00	.4349	.4226
Albany, N. Y.	2	45	35	48.00	48.00	.3139	.3316
Albany, N. Y.	4	96	82	48.00	48.00	.3391	.3433
Albany, N. Y.	4	30	30	54.00	54.00	.2750	.2787
Albany, N. Y.	2	11	22	48.00	48.00	.3393	.3449
Albany, N. Y.	3	111	86	41.00	41.00	.5320	.5323
Albany, N. Y.	3	45	60	48.00	48.00	.3658	.3694
Albany, N. Y.	4	96	81	45.00	44.00	.4971	.4963
Albany, N. Y.	2	41	8	44.00	44.00	.5000	.5000
Albany, N. Y.	2	27	29	60.00	60.00	.2713	.2716
Albany, N. Y.	2	44	55	56.91	57.05	.2735	.2741
Albany, N. Y.	2	31	36	48.00	48.00	.4000	.4000
Albany, N. Y.	2	36	21	51.67	50.50	.2806	.2917
Albany, N. Y.	2	45	28	48.00	48.00	.4500	.4500
Albany, N. Y.	2	101	118	48.00	48.00	.3676	.3750
Albany, N. Y.	4	50	70	54.48	51.00	.2880	.3104
Albany, N. Y.	2	29	30	54.83	54.80	.2769	.2845
Albany, N. Y.	3	110	73	48.00	48.00	.4375	.4375
Albany, N. Y.	2	40	42	47.50	47.43	.3914	.3914
Albany, N. Y.	4	51	43	54.00	54.00	.2726	.2800
Albany, N. Y.	3	25	30	48.00	48.00	.2980	.3500

HOOD CARRIERS, Male.

Albany, N. Y.	2	38	25	48.00	48.00	\$0.2268	\$0.2320
Baltimore, Md.	4	77	104	48.00	48.00	.3145	.3212
Brooklyn, Mass.	8	185	157	47.77	47.78	.2909	.3036
Brooklyn, N. Y.	5	119	169	48.00	48.00	.1744	.1906
Chattanooga, Tenn.	2	27	27	51.70	51.70	.1377	.1577
Chicago, Ill.	6	729	768	44.00	44.00	.3116	.3091
Cincinnati, Ohio	5	54	70	48.00	45.51	.3500	.3532
Cleveland, Ohio	4	91	87	49.68	48.00	.2500	.2466
Cuyahoga, Iowa	2	21	15	48.00	48.00	.2545	.2563
Denver, Colo.	5	38	41	52.74	51.80	.3058	.3036
Des Moines, Iowa	3	57	44	54.00	54.00	.2222	.2222
Detroit, Mich.	3	89	130	48.00	48.00	.2318	.2360
Indianapolis, Iowa	3	19	20	54.00	54.00	.2591	.2611
Indianapolis, Ind.	2	14	15	48.00	48.00	.2929	.2909

* Greater New York.

TABLE IV.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, IN TWENTY-ONE SELECTED OCCUPATIONS, BY CITIES—Continued.

BUILDING TRADES—Continued.

HOD CARRIERS, Male—Concluded.

Locality.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Fort Wayne, Ind.	2	21	18	48.86	49.00	\$0.3043	\$0.3022
Grand Rapids, Mich.	2	66	51	54.00	54.00	.1788	.1920
Harrisburg, Pa.	3	13	12	52.62	52.17	.2480	.2598
Hartford, Conn.	2	30	26	48.00	48.00	.3000	.3000
Indianapolis, Ind.	4	71	72	47.41	47.00	.2741	.2771
Jacksonville, Fla.	3	66	32	54.00	51.09	.1646	.1767
Jersey City, N. J.	4	79	74	44.00	44.00	.3462	.3493
Kansas City, Mo.	2	27	20	48.00	48.00	.3000	.3000
Little Rock, Ark.	2	30	24	48.00	48.00	.2042	.2227
Los Angeles, Cal.	4	41	67	49.46	48.00	.3377	.3680
Louisville, Ky.	4	85	55	48.35	48.47	.2518	.2512
Lowell, Mass.	2	13	15	48.00	48.00	.2879	.2870
Manchester, N. H.	2	24	31	51.50	50.52	.2046	.2146
Memphis, Tenn.	4	37	37	48.00	45.51	.2500	.2554
Milwaukee, Wis.	4	51	31	48.00	48.00	.2789	.2766
Minneapolis, Minn.	7	51	67	53.65	54.09	.2328	.2322
Mobile, Ala.	3	12	22	55.00	52.36	.1500	.1752
Nashua, N. H.	2	22	29	54.00	54.00	.1667	.1667
Newark, N. J.	4	71	54	44.00	44.00	.3000	.3000
New Orleans, La.	4	63	53	48.00	53.43	.2095	.1882
New York, N. Y. (a)	11	703	700	44.00	44.00	.3601	.3591
Norfolk, Va.	2	11	9	48.00	48.00	.2415	.2396
Oakland, Cal.	2	12	13	46.67	46.15	.5000	.5000
Peoria, Ill.	2	15	30	48.00	48.00	.2604	.2750
Philadelphia, Pa.	8	98	94	44.24	44.26	.3484	.3294
Pittsburg and Allegheny, Pa.	2	23	22	48.00	48.00	.3174	.3227
Portland, Me.	2	41	44	54.00	54.00	.2276	.2285
Portland, Oreg.	2	42	46	52.71	53.09	.3383	.2950
Providence, R. I.	3	32	36	52.50	52.00	.1999	.2050
Racine, Wis.	2	44	40	50.32	48.00	.2540	.2625
Reading, Pa.	2	20	17	51.20	51.24	.2650	.2643
Richmond, Va.	3	36	69	48.83	48.87	.1915	.2064
Sacramento, Cal.	2	4	3	48.00	48.00	.4375	.4583
St. Louis, Mo.	6	115	103	44.00	44.00	.3985	.4070
St. Paul, Minn.	3	13	18	50.77	52.00	.2817	.2715
San Francisco, Cal.	4	97	111	46.14	44.00	.4322	.4375
Seranton, Pa.	2	50	44	48.00	48.00	.2078	.2165
Sioux Falls, S. Dak.	4	10	10	58.20	58.20	.2275	.2450
South Bend, Ind.	2	39	36	54.00	54.00	.2423	.2417
Springfield, Ill.	2	7	13	48.00	48.00	.2500	.2740
Tacoma, Wash.	2	20	5	44.00	44.00	.3688	.3625
Tampa, Fla.	2	60	33	48.00	48.00	.1700	.1858
Terre Haute, Ind.	4	30	29	52.40	50.90	.2573	.2734
Vicksburg, Miss.	2	16	19	57.00	57.79	.1446	.1459
Wheeling, W. Va.	3	41	40	48.00	48.00	.2878	.2925
Wilkesbarre, Pa.	2	25	30	48.00	48.00	.2750	.2750
Williamsport, Pa.	2	15	7	52.40	52.29	.2583	.2589
Wilmington, Del.	3	20	23	48.00	48.00	.2753	.2846
Worcester, Mass.	2	23	13	54.00	54.00	.2419	.2196

LABORERS, Male.

Albany, N. Y.	2	84	19	54.24	49.74	\$0.1888	\$0.1793
Atlanta, Ga.	4	130	177	58.05	58.18	.1068	.1090
Augusta, Ga.	2	88	90	54.75	54.73	.0996	.0941
Baltimore, Md.	7	367	255	57.64	57.27	.1689	.1788
Birmingham, Ala.	4	320	94	58.09	58.47	.1250	.1250
Boston, Mass.	7	386	395	57.38	56.01	.1720	.1703
Buffalo, N. Y.	2	421	402	48.43	48.45	.1662	.1982
Charleston, S. C.	2	24	25	54.00	54.00	.1065	.1167
Chicago, Ill.	3	550	317	46.17	47.03	.2841	.2803
Cincinnati, Ohio.	3	59	89	54.61	56.09	.1736	.1781
Cleveland, Ohio.	4	98	67	54.00	52.84	.2192	.2123
Des Moines, Iowa.	3	133	80	53.41	52.88	.1998	.2048
Detroit, Mich.	5	161	209	55.98	55.58	.1855	.1868
Dubuque, Iowa.	2	50	70	60.00	59.24	.2010	.2065
Duluth, Minn.	3	48	86	59.00	59.58	.2083	.1802
Indianapolis, Ind.	4	145	159	59.79	59.25	.1750	.1754

(a) Greater New York.

TABLE IV.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, IN TWENTY-ONE SELECTED OCCUPATIONS, BY CITIES—Continued.

BUILDING TRADES—Continued.

LABORERS, Male—Concluded.

Locality.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Jacksonville, Fla.	6	130	133	58.60	57.97	\$0.1291	\$0.1316
Jersey City, N. J.	2	184	79	59.00	59.00	.1780	.1780
Memphis, Tenn.	6	49	72	53.02	54.17	.1544	.1651
Milwaukee, Wis.	2	112	52	60.00	60.00	.1821	.1738
Minneapolis, Minn.	3	27	57	55.41	54.74	.1980	.1993
Nashville, Tenn.	2	27	16	60.00	60.00	.1120	.1135
New Orleans, La.	3	84	27	48.00	48.00	.2013	.2093
New York, N. Y. (a)	2	72	54	58.83	55.56	.1567	.1691
Norfolk, Va.	3	21	31	53.42	50.71	.1323	.1494
Omaha, Nebr.	2	44	42	47.27	47.05	.2500	.2500
Philadelphia, Pa.	3	307	423	57.26	58.07	.1544	.1545
St. Louis, Mo.	2	151	145	60.00	60.00	.2063	.2003
St. Paul, Minn.	4	113	84	59.17	59.75	.2035	.1901
Salt Lake City, Utah.	2	23	22	47.83	44.68	.2889	.2887
Sioux Falls, S. Dak.	2	11	19	60.00	60.00	.1750	.1866
Terre Haute, Ind.	3	21	24	55.71	54.50	.1643	.1632
Washington, D. C.	3	50	45	48.00	48.00	.2125	.2121
Williamsport, Pa.	4	17	18	53.29	53.00	.1708	.1711
Wilmington, Del.	3	15	30	60.00	56.00	.1500	.1661

PAINTERS, Male.

Albany, N. Y.	2	56	57	48.00	48.00	\$0.3178	\$0.3098
Atlanta, Ga.	2	20	26	55.80	55.15	.2280	.2451
Baltimore, Md.	3	122	128	50.67	48.00	.2969	.3125
Birmingham, Ala.	2	15	15	48.00	48.00	.4000	.3533
Boston, Mass.	6	218	193	48.00	48.00	.3596	.3530
Buffalo, N. Y.	4	108	107	48.00	48.00	.3603	.3601
Charleston, S. C.	4	33	38	54.00	54.00	.2150	.1991
Chicago, Ill.	4	250	257	44.00	44.00	.4000	.4500
Cincinnati, Ohio.	4	101	81	48.00	48.00	.3500	.3750
Cleveland, Ohio.	3	79	78	48.00	48.00	.3750	.3750
Dallas, Tex.	2	25	26	48.00	48.00	.3258	.3387
Denver, Colo.	3	35	33	41.00	44.00	.4374	.4374
Des Moines, Iowa.	3	80	71	48.00	48.00	.3794	.3778
Detroit, Mich.	3	88	62	48.00	48.00	.2957	.3237
Duquesne, Pa.	2	26	37	48.00	48.00	.3426	.3323
East St. Louis, Ill.	2	26	7	48.00	48.00	.4000	.4000
Indianapolis, Ind.	4	72	87	48.14	48.00	.3500	.3500
Jacksonville, Fla.	3	55	57	51.00	52.32	.2839	.2948
Jersey City, N. J.	2	28	28	44.00	44.00	.4098	.4098
Kansas City, Mo.	2	35	41	48.00	48.00	.3771	.4000
Louisville, Ky.	3	65	68	51.00	54.00	.2788	.2788
Memphis, Tenn.	2	19	15	48.00	48.00	.3750	.3750
Milwaukee, Wis.	3	111	106	48.00	48.00	.3032	.3057
Minneapolis, Minn.	4	87	98	48.00	48.00	.3767	.3765
Newark, N. J.	3	73	81	48.00	48.00	.3446	.3617
New Haven, Conn.	2	24	25	48.00	48.00	.3125	.3125
New Orleans, La.	4	54	107	48.00	48.00	.2832	.3058
New York, N. Y. (a)	7	154	204	11.12	44.13	.4791	.4657
Oakland, Cal.	2	18	55	48.00	45.45	.4375	.4375
Omaha, Nebr.	2	20	19	47.00	46.53	.3638	.3608
Philadelphia, Pa.	5	270	314	48.00	48.00	.3750	.3750
Pittsburg and Allegheny, Pa.	2	34	31	48.00	48.00	.4250	.4250
Portland, Oreg.	2	37	33	48.00	48.00	.3750	.3750
Providence, R. I.	3	105	80	46.70	46.52	.3235	.3216
Racine, Wis.	2	12	21	48.00	48.00	.2891	.2892
Reading, Pa.	2	25	22	51.00	54.00	.2500	.2500
Richmond, Va.	2	35	50	54.00	54.00	.2429	.2506
Rochester, N. Y.	2	38	36	48.00	48.00	.2928	.3011
St. Louis, Mo.	3	80	78	44.00	44.00	.4489	.4500
St. Paul, Minn.	2	13	47	48.00	48.00	.3448	.3468
San Francisco, Cal.	4	88	91	48.00	48.00	.4375	.4375
Seattle, Wash.	4	26	25	48.00	48.00	.4303	.4378
Sioux Falls, S. Dak.	2	18	22	60.00	57.45	.2861	.3008
Terre Haute, Ind.	6	50	38	51.00	53.05	.2941	.3094
Washington, D. C.	2	63	59	48.00	48.00	.3750	.4000
Wheeling, W. Va.	2	49	52	48.00	48.00	.4000	.4000
Wilmington, Del.	3	50	73	48.00	48.00	.3138	.3143

(a) Greater New York.

TABLE IV.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, IN TWENTY-ONE SELECTED OCCUPATIONS, BY CITIES—Continued.

BUILDING TRADES—Continued.

PLASTERERS, Male.

Locality.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Atlanta, Ga.	2	20	33	54.00	54.00	\$0.3167	\$0.3495
Baltimore, Md.	3	54	41	48.00	48.00	.5000	.5183
Birmingham, Ala.	4	39	11	48.00	48.00	.5205	.4636
Boston, Mass.	3	108	99	44.56	44.32	.4563	.4939
Buffalo, N. Y.	3	11	11	48.00	48.00	.5000	.5000
Charleston, S. C.	3	11	14	54.00	54.00	.3515	.3905
Chicago, Ill.	3	164	152	44.00	44.00	.5625	.5625
Cincinnati, Ohio.	3	84	86	45.58	44.50	.5625	.6250
Cleveland, Ohio.	2	32	40	48.00	44.00	.5000	.5000
Denver, Colo.	2	30	22	44.00	44.00	.6375	.6250
Des Moines, Iowa.	3	22	25	48.00	48.00	.5318	.5280
Detroit, Mich.	2	29	31	48.00	48.00	.5000	.5000
Indianapolis, Ind.	2	37	42	45.65	45.90	.4500	.5095
Jacksonville, Fla.	2	10	10	53.40	50.00	.4067	.4647
Jersey City, N. J.	2	18	25	44.00	44.00	.5486	.5663
Los Angeles, Cal.	2	15	63	48.00	48.00	.6250	.6250
Louisville, Ky.	2	22	17	44.00	44.00	.5500	.5500
Memphis, Tenn.	2	9	14	48.00	48.00	.5625	.6250
Milwaukee, Wis.	2	15	18	48.00	48.00	.4500	.4500
Minneapolis, Minn.	5	22	25	50.72	51.00	.5398	.5400
New Orleans, La.	2	13	12	48.00	48.00	.3750	.4000
New York, N. Y. (a)	4	213	192	44.00	44.00	.6819	.6803
Omaha, Nebr.	2	8	9	44.00	44.00	.5500	.5500
Philadelphia, Pa.	3	100	112	44.00	44.00	.5000	.5000
Pittsburg and Allegheny, Pa.	2	21	26	48.00	48.00	.5071	.5250
Portland, Oreg.	2	18	12	48.00	48.00	.6250	.6250
Providence, R. I.	2	13	13	48.00	44.31	.3894	.5145
St. Louis, Mo.	3	41	42	44.00	44.00	.7500	.7500
San Francisco, Cal.	2	33	35	44.00	44.00	.7273	.7500
Scranton, Pa.	2	8	21	48.00	48.00	.3750	.4000
Sioux Falls, S. Dak.	2	15	11	60.00	60.00	.3667	.3909
Terre Haute, Ind.	3	16	14	51.75	50.57	.4354	.4905
Wilmington, Del.	2	22	22	48.00	48.00	.4000	.4000

PLUMBERS, Male.

Altoona, Pa.	2	5	6	54.00	54.00	\$0.3394	\$0.3058
Atlanta, Ga.	3	21	23	54.67	53.13	.3781	.3967
Baltimore, Md.	3	48	67	49.25	48.00	.3561	.4039
Birmingham, Ala.	2	26	33	47.77	47.76	.5024	.5028
Boston, Mass.	5	39	39	48.00	48.00	.4528	.4487
Buffalo, N. Y.	4	51	42	48.00	48.00	.4375	.4375
Charleston, S. C.	3	17	17	54.00	54.00	.3366	.3366
Chicago, Ill.	4	169	130	44.00	44.00	.5625	.5625
Cincinnati, Ohio.	4	33	27	48.00	48.00	.4602	.5000
Cleveland, Ohio.	3	27	34	48.00	48.00	.5000	.5000
Cohoes, N. Y.	2	6	5	53.00	53.00	.3000	.3000
Dallas, Tex.	2	5	5	48.00	48.00	.5000	.5000
Davenport, Iowa.	3	12	13	48.00	48.00	.4401	.4399
Denver, Colo.	2	19	19	44.00	44.00	.5313	.5313
Des Moines, Iowa.	2	13	15	48.00	48.00	.4375	.4375
Detroit, Mich.	3	19	21	48.00	48.00	.3668	.4288
Dubuque, Iowa.	2	9	10	48.00	48.00	.4375	.4375
Duluth, Minn.	2	13	11	44.00	44.00	.5500	.5591
East St. Louis, Ill.	2	16	14	44.00	44.00	.6250	.6250
Fort Wayne, Ind.	2	10	6	57.60	56.50	.2675	.3112
Greenville, S. C.	2	7	6	60.00	60.00	.2843	.2833
Indianapolis, Ind.	3	12	16	47.00	47.00	.4513	.4750
Jacksonville, Fla.	2	11	8	54.00	48.00	.4444	.5000
Jersey City, N. J.	4	17	15	44.00	44.00	.4375	.4375
Kansas City, Mo.	2	16	18	48.00	48.00	.5000	.5625
Los Angeles, Cal.	2	18	21	48.00	48.00	.5625	.5625
Louisville, Ky.	3	18	16	51.00	48.00	.4132	.4375
Lynn, Mass.	3	10	10	48.00	48.00	.4375	.4375
Macon, Ga.	2	11	13	54.00	54.00	.3535	.4188
Milwaukee, Wis.	4	30	35	47.47	47.54	.4428	.4420
Minneapolis, Minn.	3	15	21	48.00	48.00	.5942	.5900
Mobile, Ala.	2	8	5	54.00	49.20	.3889	.4278

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TABLE IV.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, IN TWENTY-ONE SELECTED OCCUPATIONS, BY CITIES—Continued.

BUILDING TRADES—Concluded.

PLUMBERS, Male—Concluded.

Locality.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Newark, N. J.	2	11	13	48.00	48.00	\$0.4403	\$0.4375
New Haven, Conn.	2	8	8	48.00	48.00	.3750	.3828
New Orleans, La.	5	37	34	48.00	48.00	.4307	.4835
New York, N. Y. (a)	11	132	159	44.36	44.15	.5247	.5588
Norfolk, Va.	2	11	15	53.00	48.00	.3679	.3646
Philadelphia, Pa.	6	38	37	47.16	47.03	.4046	.4375
Pittsburg and Allegheny, Pa.	4	23	21	47.91	47.90	.4927	.4920
Portland, Oreg.	2	10	14	48.00	48.00	.5625	.5625
Providence, R. I.	2	19	25	46.74	48.00	.4145	.4404
Racine, Wis.	2	7	7	44.00	44.00	.4375	.4375
Reading, Pa.	2	22	19	54.00	54.00	.3024	.2993
Richmond, Va.	3	8	8	48.00	48.00	.3750	.3750
St. Louis, Mo.	3	27	27	44.00	44.00	.6250	.6250
St. Paul, Minn.	2	11	11	48.00	48.00	.4886	.5227
San Antonio, Tex.	2	8	8	48.00	48.00	.4766	.4699
San Francisco, Cal.	5	60	63	47.87	47.52	.5642	.6316
Seattle, Wash.	3	33	27	44.00	44.00	.6250	.6250
Sioux Falls, S. Dak.	2	8	10	60.00	60.00	.3250	.3250
South Bend, Ind.	2	5	10	53.00	53.00	.3566	.3566
Springfield, Ill.	2	10	10	48.00	48.00	.4375	.4688
Tacoma, Wash.	2	9	10	48.00	44.00	.5625	.5625
Tampa, Fla.	3	16	13	50.63	48.00	.4514	.5000
Troy, N. Y.	1	11	11	48.00	48.00	.3750	.3750
Washington, D. C.	2	40	37	48.00	48.00	.5000	.5000
Wheeling, W. Va.	2	20	20	48.00	48.00	.4375	.4375
Wilmington, Del.	3	22	18	50.18	48.00	.3204	.3641

FOUNDRY AND MACHINE SHOP.

BLACKSMITHS, Male.

Atlanta, Ga.	3	4	4	59.75	59.75	\$0.3303	\$0.3553
Baltimore, Md.	3	20	27	54.00	54.00	.2652	.2634
Boston, Mass.	9	15	16	54.67	54.63	.3026	.2996
Buffalo, N. Y.	2	4	8	57.00	58.50	.2838	.2653
Charleston, S. C.	2	5	4	60.00	55.50	.2850	.3236
Chicago, Ill.	6	25	26	54.00	54.00	.3253	.3324
Cincinnati, Ohio.	4	6	6	56.67	54.83	.2831	.2883
Cleveland, Ohio.	3	30	29	56.00	55.34	.2988	.3103
Columbus, Ohio.	3	4	4	59.50	57.50	.2875	.2913
Dallas, Tex.	2	4	4	54.00	54.00	.3194	.3194
Des Moines, Iowa.	2	5	5	54.00	54.00	.3667	.3667
Detroit, Mich.	3	18	15	59.61	59.53	.2299	.2345
Dubuque, Iowa.	3	3	3	59.67	59.67	.2472	.2472
Evansville, Ind.	3	34	27	59.97	59.96	.3257	.2596
Hoboken, N. J.	2	15	15	53.33	53.40	.3658	.3512
Indianapolis, Ind.	3	25	43	54.00	52.18	.2352	.2245
Jersey City, N. J.	2	16	10	53.00	53.00	.3894	.3985
Little Rock, Ark.	2	3	2	58.00	57.00	.3463	.3320
Los Angeles, Cal.	2	9	8	54.00	54.00	.3911	.3625
Louisville, Ky.	4	7	7	59.43	59.57	.2745	.2686
Memphis, Tenn.	3	5	6	55.20	56.00	.3353	.3111
Milwaukee, Wis.	6	55	31	55.16	55.48	.2851	.2953
Minneapolis, Minn.	2	6	8	55.17	55.00	.2792	.2818
Mobile, Ala.	2	7	6	54.00	54.00	.3706	.3333
Nashville, Tenn.	2	2	2	59.50	57.00	.3274	.3028
Newark, N. J.	3	6	6	54.00	54.00	.3704	.3704
New Orleans, La.	4	9	9	54.00	54.00	.3518	.3498
New York, N. Y. (a)	7	37	31	52.70	53.68	.3635	.3700
Oshkosh, Wis.	2	2	2	60.00	60.00	.2375	.2375
Philadelphia, Pa.	6	27	20	56.70	55.65	.3083	.3117
Pittsburg and Allegheny, Pa.	5	81	55	56.30	56.24	.2905	.2790
Portland, Me.	2	29	33	50.00	50.00	.2744	.2733
Portland, Oreg.	2	5	4	54.00	54.00	.3778	.3750
Providence, R. I.	5	18	14	57.72	57.43	.2789	.2881
Pueblo, Colo.	2	2	2	56.50	57.00	.3623	.3625
Rochester, N. Y.	2	2	2	54.00	52.00	.3059	.3167

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TABLE IV.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, IN TWENTY-ONE SELECTED OCCUPATIONS, BY CITIES—Continued.

FOUNDRY AND MACHINE SHOP—Continued.

BLACKSMITHS, Male—Concluded.

Locality.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
St. Louis, Mo.	3	8	8	54.00	54.00	\$0.3101	\$0.3101
St. Paul, Minn.	3	8	7	57.13	59.00	.2894	.2782
San Francisco, Cal.	4	30	26	57.67	54.00	.3436	.3902
Seattle, Wash.	2	8	8	54.00	54.00	.3820	.3986
Terre Haute, Ind.	2	6	6	54.00	54.00	.2625	.2663
Troy, N. Y.	3	4	3	59.25	59.33	.2674	.2718
Washington, D. C.	2	6	6	51.33	51.33	.2928	.3033
Williamsport, Pa.	2	3	4	60.00	56.00	.2642	.2631
Wilmington, Del.	2	4	5	54.00	54.00	.2513	.2671

BOILER MAKERS, Male.

Baltimore, Md.	2	40	30	54.00	54.00	\$0.2726	\$0.2931
Boston, Mass.	6	85	74	54.00	54.00	.2941	.2967
Bridgeport, Conn.	2	15	18	59.00	59.00	.2682	.2612
Charleston, S. C.	2	9	6	60.00	56.00	.2917	.3171
Chattanooga, Tenn.	2	41	27	60.00	60.00	.2495	.2415
Chicago, Ill.	3	71	49	53.11	53.02	.3318	.3381
Fort Wayne, Ind.	2	27	25	57.19	56.60	.2611	.2590
Indianapolis, Ind.	2	51	59	54.00	50.05	.2351	.2312
Jersey City, N. J.	2	46	40	53.00	53.00	.3318	.3385
Los Angeles, Cal.	2	4	4	54.00	54.00	.3445	.3320
Louisville, Ky.	3	26	32	59.96	59.94	.2490	.2500
Mobile, Ala.	2	5	20	54.00	54.00	.3611	.3611
New Orleans, La.	2	11	14	54.00	54.00	.3039	.3929
New York, N. Y. (a)	5	116	95	52.77	52.64	.3305	.3409
Philadelphia, Pa.	3	18	14	55.61	54.86	.2403	.2381
Pittsburg and Allegheny, Pa.	3	116	73	54.00	57.53	.3150	.3283
Pueblo, Colo.	2	5	5	58.80	58.80	.3300	.3000
San Francisco, Cal.	3	62	86	57.39	54.00	.3448	.3925

LABORERS, Male.

Atlanta, Ga.	3	90	108	59.83	59.86	\$0.1070	\$0.1107
Baltimore, Md.	3	365	397	54.00	54.00	.1558	.1558
Boston, Mass.	10	271	248	55.97	56.00	.1854	.1847
Buffalo, N. Y.	2	157	159	59.39	59.66	.1532	.1544
Chicago, Ill.	4	597	746	54.24	54.14	.1747	.1828
Cincinnati, Ohio.	3	84	78	56.71	56.22	.1578	.1593
Cleveland, Ohio.	4	247	95	57.41	54.88	.1578	.1645
Des Moines, Iowa.	2	18	18	54.00	54.00	.2021	.2021
Detroit, Mich.	2	147	193	59.35	59.31	.1553	.1573
Dubuque, Iowa.	2	69	79	59.94	59.94	.1678	.1683
Evansville, Ind.	4	30	29	58.70	58.66	.1580	.1597
Indianapolis, Ind.	3	216	391	56.56	54.58	.1441	.1528
Little Rock, Ark.	2	21	22	54.86	54.55	.1571	.1580
Los Angeles, Cal.	2	65	48	59.17	59.50	.2000	.2000
Louisville, Ky.	3	113	81	59.38	59.57	.1350	.1432
Macon, Ga.	2	81	64	60.00	60.00	.2263	.1772
Memphis, Tenn.	3	104	112	57.00	57.11	.1529	.1527
Milwaukee, Wis.	7	887	590	55.29	55.85	.1599	.1619
Minneapolis, Minn.	2	121	119	55.06	54.98	.1739	.1726
Mobile, Ala.	2	29	57	54.00	54.00	.1443	.1473
Nashville, Tenn.	2	19	18	59.79	59.00	.1254	.1142
Newark, N. J.	4	185	142	54.00	54.00	.1785	.1776
New Orleans, La.	4	138	125	54.00	54.00	.1729	.1738
New York, N. Y. (a)	6	62	67	54.10	53.87	.1904	.1912
Philadelphia, Pa.	7	475	313	56.66	56.28	.1422	.1483
Pittsburg and Allegheny, Pa.	5	463	367	59.51	59.43	.1540	.1533
Portland, Me.	2	7	80	59.00	59.00	.1526	.1532
Portland, Oreg.	2	40	26	54.00	54.00	.2285	.2382
Providence, R. I.	6	330	311	58.51	58.69	.1490	.1531
Pueblo, Colo.	2	5	8	56.40	60.00	.2000	.1781
Quincy, Ill.	2	34	43	60.00	60.00	.1532	.1578
Rochester, N. Y.	2	13	22	57.66	56.73	.1697	.1767
St. Louis, Mo.	2	185	143	54.00	54.00	.1682	.1808

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TABLE IV.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, IN TWENTY-ONE SELECTED OCCUPATIONS, BY CITIES—Continued.

FOUNDRY AND MACHINE SHOP—Continued.

LABORERS, Male—Concluded.

Locality.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
St. Paul, Minn.	3	103	75	59.12	59.16	\$0.1872	\$0.1957
San Francisco, Cal.	4	97	101	56.12	54.00	.2022	.2298
Seattle, Wash.	2	32	75	54.00	54.00	.2366	.2384
Terre Haute, Ind.	2	18	20	57.67	57.90	.1435	.1552
Troy, N. Y.	5	72	47	58.40	58.17	.1644	.1662
Washington, D. C.	3	45	47	51.44	51.30	.1691	.1703
Williamport, Pa.	3	77	81	60.00	56.11	.1390	.1516
Wilmington, Del.	2	200	165	54.00	54.00	.1348	.1348

MACHINISTS, Male.

Atlanta, Ga.	3	27	42	59.80	59.57	\$0.2865	\$0.2827
Baltimore, Md.	4	89	119	54.00	54.00	.2777	.2617
Boston, Mass.	10	125	121	54.16	54.17	.2867	.2845
Buffalo, N. Y.	2	96	68	57.00	57.35	.2614	.2557
Charleston, S. C.	2	16	11	60.00	56.73	.2844	.3058
Chicago, Ill.	4	412	348	54.00	54.00	.2966	.3009
Cincinnati, Ohio.	5	418	339	56.61	55.34	.2293	.2290
Cleveland, Ohio.	4	401	284	57.01	55.12	.2393	.2361
Columbus, Ohio.	2	40	65	59.23	56.38	.2803	.2922
Dallas, Tex.	2	21	16	54.00	54.00	.3177	.3118
Des Moines, Iowa.	2	25	28	54.00	54.00	.3119	.3098
Detroit, Mich.	2	24	20	59.25	59.35	.2867	.2858
Dubuque, Iowa.	3	29	21	59.41	59.33	.2220	.2410
Evansville, Ind.	4	50	51	57.92	57.67	.2334	.2296
Fort Wayne, Ind.	3	70	73	57.04	56.32	.2476	.2533
Greenville, S. C.	2	7	6	60.00	60.00	.2214	.2250
Hoboken, N. J.	2	77	65	53.04	53.12	.3295	.3267
Indianapolis, Ind.	3	471	396	54.72	51.95	.2284	.2223
Jersey City, N. J.	2	70	53	53.00	53.00	.3224	.3307
Lincoln, Nebr.	2	4	4	60.00	60.00	.2438	.2438
Little Rock, Ark.	2	33	27	57.04	57.11	.3045	.3031
Los Angeles, Cal.	2	30	30	54.00	54.00	.3354	.3367
Louisville, Ky.	3	43	36	59.33	54.42	.2655	.2558
Macon, Ga.	2	14	14	60.00	60.00	.2796	.2911
Memphis, Tenn.	2	34	32	54.00	54.00	.3260	.3203
Milwaukee, Wis.	7	1,299	893	55.36	55.30	.2533	.2543
Minneapolis, Minn.	2	60	63	55.37	55.00	.2812	.2753
Mobile, Ala.	2	26	26	54.00	54.00	.3173	.3260
Nashville, Tenn.	2	22	20	59.55	54.00	.2532	.3100
Newark, N. J.	5	164	138	54.00	54.00	.2652	.2912
New London, Conn.	2	65	68	54.00	54.00	.2637	.2643
New Orleans, La.	4	61	113	54.00	54.00	.3452	.3409
New York, N. Y. (a)	9	493	420	53.79	53.86	.3023	.3015
Oshkosh, Wis.	2	24	21	60.00	60.00	.2241	.2179
Philadelphia, Pa.	6	748	568	56.06	55.51	.3000	.2824
Pittsburg and Allegheny, Pa.	5	385	335	55.68	58.19	.3137	.2978
Portland, Me.	2	49	57	59.00	59.00	.2689	.2680
Portland, Oreg.	2	36	23	54.00	54.00	.3711	.3913
Providence, R. I.	6	479	370	58.44	58.52	.2465	.2533
Pueblo, Colo.	2	14	17	57.86	57.53	.3000	.3088
Quincy, Ill.	2	35	32	60.00	55.78	.2414	.2508
Richmond, Va.	2	8	8	55.50	57.00	.2573	.2226
Rochester, N. Y.	3	172	156	51.00	52.85	.2790	.2848
St. Louis, Mo.	5	166	199	54.00	54.00	.3206	.3049
St. Paul, Minn.	3	26	30	57.01	59.00	.2722	.2742
San Francisco, Cal.	4	267	188	57.18	54.00	.3308	.3558
Seattle, Wash.	2	48	37	54.00	54.00	.3622	.3432
South Norwalk, Conn.	2	253	200	57.59	57.40	.2542	.2476
Terre Haute, Ind.	2	21	17	54.00	54.00	.2856	.2793
Troy, N. Y.	3	49	50	59.35	59.34	.2368	.2467
Washington, D. C.	4	52	38	51.48	49.47	.2937	.3122
Williamport, Pa.	3	70	60	60.00	59.03	.2381	.2423
Wilmington, Del.	2	81	68	54.00	54.00	.2830	.2649

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TABLE IV.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, IN TWENTY-ONE SELECTED OCCUPATIONS, BY CITIES—Continued.

FOUNDRY AND MACHINE SHOP—Continued.

MOLDERS, IRON, Male.

Locality.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Atlanta, Ga.	3	18	17	59.78	59.78	\$0.2775	\$0.2821
Baltimore, Md.	2	50	63	54.00	54.00	.3006	.3051
Boston, Mass.	4	196	139	55.08	55.04	.2994	.3081
Buffalo, N. Y.	2	50	23	60.00	60.00	.2834	.2907
Burlington, Vt.	2	51	51	54.35	54.24	.3712	.3651
Charleston, S. C.	2	13	12	60.00	57.00	.2550	.2799
Chicago, Ill.	4	230	178	54.00	54.00	.3259	.3377
Cincinnati, Ohio	2	22	22	60.00	60.00	.3211	.3311
Cleveland, Ohio	2	66	54	56.18	52.33	.2921	.2726
Dallas, Tex.	2	26	17	54.00	54.00	.3387	.3333
Des Moines, Iowa	2	33	37	54.00	54.00	.3424	.3408
Detroit, Mich.	2	93	67	59.38	59.57	.2996	.2997
Dubuque, Iowa	2	11	14	59.55	59.64	.2438	.2348
Evansville, Ind.	5	29	35	58.48	57.60	.2380	.2457
Greenville, S. C.	2	9	7	60.00	60.00	.2389	.2429
Hoboken, N. J.	2	26	21	53.46	53.57	.3368	.3348
Indianapolis, Ind.	3	54	96	56.56	53.98	.2626	.2615
Los Angeles, Cal.	2	24	18	58.50	54.00	.3688	.3591
Louisville, Ky.	2	21	13	59.48	59.85	.2783	.2765
Macon, Ga.	2	29	21	60.00	60.00	.2767	.2750
Memphis, Tenn.	2	28	29	54.00	54.00	.3345	.3345
Middletown, Conn.	2	14	11	58.57	59.09	.2907	.2705
Milwaukee, Wis.	4	321	211	55.84	56.04	.3128	.3235
Minneapolis, Minn.	2	25	20	54.64	54.00	.3267	.3227
Mobile, Ala.	2	9	6	54.00	54.00	.3210	.3102
Newark, N. J.	5	140	114	54.00	54.00	.3307	.3329
New Haven, Conn.	2	46	40	60.00	60.00	.2630	.2619
New Orleans, La.	3	38	27	54.00	54.00	.3224	.3312
New York, N. Y. (a)	4	144	127	54.00	54.00	.3328	.3374
Oshkosh, Wis.	2	4	7	60.00	60.00	.2188	.1857
Philadelphia, Pa.	6	203	177	56.32	55.08	.3403	.3190
Pittsburg and Allegheny, Pa.	4	212	104	55.64	57.98	.3453	.3327
Portland, Oreg.	2	17	11	54.00	54.00	.3989	.3960
Providence, R. I.	3	122	91	58.77	58.49	.3182	.3261
Pueblo, Colo.	2	31	13	60.00	60.00	.3565	.3298
Quincy, Ill.	2	24	30	57.75	54.00	.3015	.3174
Rochester, N. Y.	2	14	21	54.00	54.00	.3076	.3194
St. Louis, Mo.	3	90	96	54.00	54.00	.3457	.3218
St. Paul, Minn.	2	66	37	56.00	54.00	.3273	.3408
San Francisco, Cal.	3	80	42	56.50	54.00	.3496	.3874
Seattle, Wash.	2	38	30	54.00	54.00	.3966	.4049
South Norwalk, Conn.	2	84	82	57.14	57.12	.2614	.2650
Terre Haute, Ind.	2	20	18	54.00	54.00	.2904	.2894
Wilmington, Del.	2	63	61	54.00	54.00	.2794	.2990

PATTERN MAKERS, Male.

Atlanta, Ga.	3	9	9	59.67	59.67	\$0.2849	\$0.2877
Baltimore, Md.	5	43	31	54.00	54.00	.3185	.3208
Boston, Mass.	4	12	12	55.25	55.67	.3226	.3206
Buffalo, N. Y.	2	6	5	58.00	57.69	.3008	.2960
Charleston, S. C.	2	3	4	60.00	57.00	.2583	.2966
Chicago, Ill.	4	76	79	54.08	54.08	.3691	.3627
Cincinnati, Ohio	3	14	14	56.64	55.00	.2903	.3021
Cleveland, Ohio	3	30	18	57.33	55.56	.2798	.2931
Columbus, Ohio	2	5	5	59.20	56.00	.2600	.2800
Dallas, Tex.	2	6	4	54.00	54.00	.3518	.3611
Des Moines, Iowa	2	8	6	54.00	54.00	.3363	.3317
Detroit, Mich.	2	7	8	59.57	59.63	.2814	.2763
Dubuque, Iowa	2	5	5	59.60	59.60	.2664	.2533
Evansville, Ind.	2	2	2	56.50	56.50	.2500	.2500
Hartford, Conn.	2	5	5	56.00	54.00	.3285	.3389
Indianapolis, Ind.	3	17	18	54.82	54.33	.3168	.3275
Jersey City, N. J.	2	7	5	53.00	53.00	.3760	.3679
Little Rock, Ark.	2	2	2	57.00	57.00	.3665	.3445
Los Angeles, Cal.	2	19	13	54.00	54.00	.3397	.3406
Louisville, Ky.	2	7	4	59.43	59.75	.2957	.3050
Memphis, Tenn.	2	8	7	54.00	54.00	.3437	.3452

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Table IV.—AVERAGE WAGES AND HOURS OF LABOR, 1909 AND 1904. IN
FOURTEEN SELECTED OCCUPATIONS, BY CITIES—Continued.

FOUNDRY AND MACHINE SHOP—Complete

PATTERN MAKERS, Male—Continued

[illegible]

FURNITURE.

CABINETMAKERS, Male.

Boston, Mass.	6	119	130	50.77	50.37	\$0.3304	\$0.3453
Chicago, Ill.	5	42	42	56.64	52.00	2491	2524
Cincinnati, Ohio	3	61	58	58.64	58.39	2153	2144
Cleveland, Ohio	5	121	95	53.26	51.85	3614	3737
Dubuque, Iowa	3	29	29	60.00	60.00	2105	2057
Evansville, Ind.	5	65	62	60.00	60.00	1909	1887
Grand Rapids, Mich.	3	111	114	59.93	59.53	1902	1902
Hart, Conn., N. C.	3	50	83	60.00	59.34	1339	1296
Indianapolis, Ind.	2	17	17	57.59	57.59	2339	2308
Louisville, Ky.	2	19	18	60.00	60.00	2344	2321
Memphis, Wis.	2	42	35	54.57	54.86	2296	2164
New York, N. Y.	3	59	53	47.36	47.06	4079	4106
Portland, Wis.	2	28	31	60.00	60.00	1596	1603
Portland, Me.	3	62	56	60.00	60.00	2451	2448
St. Louis, Mo.	4	72	77	55.83	55.79	2657	2626
San Francisco, Cal.	2	27	43	48.00	48.00	3866	4375

PLANING MILL.

MACHINE WOODWORKERS, Male.

Ala.	2	23	15	50.17	59.33	\$0.2238	\$0.2124
Ark.	3	39	45	59.79	58.09	.2283	.2431
Cal.	2	15	18	53.47	53.39	.3180	.3132
Col.	4	38	39	60.00	60.00	.2266	.2272
Conn.	2	23	22	54.00	54.00	.2772	.2772
Del.	3	46	45	54.30	54.29	.2621	.2706
Fla.	2	24	21	57.96	58.52	.2333	.2400
Ga.	3	29	37	50.83	51.08	.3750	.3041
Idaho	2	12	12	52.08	55.00	.2521	.1829
Ill.	2	12	12	59.50	60.00	.1604	.1941
Ind.	3	29	25	60.00	63.12	.1941	.1966
Iowa	2	28	28	54.00	54.00	.2354	.2280
Kan.	2	49	42	60.00	60.00	.1577	.1798
La.	3	46	48	60.00	60.00	.2110	.2186

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TABLE IV.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, IN TWENTY-ONE SELECTED OCCUPATIONS, BY CITIES—Continued.

PLANING MILL—Concluded.

MACHINE WOODWORKERS, Male—Concluded.

Locality.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Muscatine, Iowa.....	2	33	57	60.00	60.00	\$0.1925	\$0.1719
New Orleans, La.....	2	36	39	54.00	54.00	.2438	.2303
New York, N. Y. (a).....	8	69	66	50.16	51.68	.3330	.3144
Oshkosh, Wis.....	3	92	114	60.00	60.00	.1608	.1538
Philadelphia, Pa.....	2	12	12	54.00	54.00	.2947	.2947
Pittsburg and Allegheny, Pa.....	2	15	19	54.00	54.00	.3804	.3822
Racine, Wis.....	2	24	21	59.50	59.43	.2090	.2091
Rochester, N. Y.....	2	41	54	54.24	54.22	.2456	.2503
St. Louis, Mo.....	2	48	52	60.00	60.00	.2646	.2635
San Francisco, Cal.....	2	23	21	48.00	48.00	.4688	.4821
Terre Haute, Ind.....	2	10	10	56.50	56.50	.2620	.2650

PRINTING AND PUBLISHING, NEWSPAPER.

COMPOSITORS, Male.

Atlanta, Ga.....	2	23	15	49.04	49.60	\$0.3677	\$0.4037
Baltimore, Md.....	4	75	80	49.84	49.50	.4397	.4420
Boston, Mass.....	3	184	236	36.26	36.51	.5502	.5745
Buffalo, N. Y.....	2	28	29	51.43	51.52	.3554	.3721
Chicago, Ill.....	3	136	104	49.09	49.13	.5802	.6077
Cincinnati, Ohio.....	3	70	61	48.00	48.00	.5143	.5299
Cleveland, Ohio.....	2	30	26	48.00	48.00	.4986	.4960
Des Moines, Iowa.....	2	26	30	48.00	48.00	.3650	.3838
Dubuque, Iowa.....	2	3	3	53.00	51.00	.2956	.3072
Duluth, Minn.....	2	7	7	48.00	48.00	.4171	.4171
Harrisburg, Pa.....	2	17	16	58.00	54.00	.2358	.2681
Indianapolis, Ind.....	2	27	38	48.00	48.00	.4583	.4583
Jacksonville, Fla.....	2	6	6	61.67	61.67	.3730	.4167
Jersey City, N. J.....	2	26	27	48.00	48.00	.4447	.4344
Kansas City, Kans.....	2	4	4	53.75	53.75	.3206	.3206
Little Rock, Ark.....	2	17	19	51.82	51.95	.3247	.3262
Louisville, Ky.....	2	10	12	48.50	48.42	.5185	.5138
Milwaukee, Wis.....	2	30	27	48.00	48.00	.4195	.4213
Montgomery, Ala.....	2	6	6	48.00	48.00	.3167	.3333
New Orleans, La.....	2	44	53	48.29	48.45	.5733	.5839
New York, N. Y. (a).....	4	142	168	48.68	48.57	.5677	.5765
Omaha, Nebr.....	2	15	16	48.00	48.00	.4500	.4492
Philadelphia, Pa.....	4	93	89	48.67	48.90	.4219	.4238
Pittsburg and Allegheny, Pa.....	2	52	44	48.00	47.73	.6083	.6091
Providence, R. I.....	2	19	19	53.89	53.89	.3905	.3905
St. Joseph, Mo.....	2	24	16	48.00	48.00	.5000	.5000
St. Louis, Mo.....	2	55	59	45.00	45.00	.5920	.5442
St. Paul, Minn.....	2	19	19	53.42	53.42	.4097	.4097
San Francisco, Cal.....	2	16	17	45.00	45.00	.6542	.6667
Sioux Falls, S. Dak.....	2	6	6	48.00	48.00	.3959	.3820
Tampa, Fla.....	2	13	13	54.00	48.46	.2222	.2521
Washington, D. C.....	2	42	57	43.57	43.32	.5859	.5801
Wilmington, Del.....	2	11	11	52.36	52.36	.2645	.2683

LINOTYPE OPERATORS, Male.

Atlanta, Ga.....	2	24	23	44.50	44.87	\$0.6103	\$0.7217
Baltimore, Md.....	4	80	82	43.13	42.44	.5259	.5370
Boston, Mass.....	3	125	121	42.00	42.00	.6001	.6193
Buffalo, N. Y.....	2	23	23	48.00	48.00	.4212	.4416
Charleston, S. C.....	2	9	9	44.00	44.00	.6532	.6856
Chicago, Ill.....	3	67	68	49.79	49.81	.6781	.6899
Cincinnati, Ohio.....	3	57	57	48.00	48.00	.5087	.5296
Cleveland, Ohio.....	2	50	49	48.00	48.00	.4921	.4932
Denver, Colo.....	2	20	21	47.10	47.14	.6242	.6162
Detroit, Mich.....	2	49	48	46.78	46.50	.5950	.5526

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TABLE IV.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, IN TWENTY-ONE SELECTED OCCUPATIONS, BY CITIES—Continued.

PRINTING AND PUBLISHING, NEWSPAPER—Continued.

LINOTYPE OPERATORS, Male—Concluded.

Locality.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Dubuque, Iowa.....	2	13	12	48.00	48.00	\$0.3525	\$0.3542
Duluth, Minn.....	2	17	18	48.00	48.00	.4279	.4297
Harrisburg, Pa.....	2	11	10	56.55	54.00	.3419	.3803
Indianapolis, Ind.....	2	36	32	48.00	48.00	.4583	.4583
Jacksonville, Fla.....	2	12	13	42.00	42.92	.6073	.5953
Jersey City, N. J.....	2	14	15	48.00	48.00	.4583	.4555
Louisville, Ky.....	2	18	18	48.50	48.50	.4875	.4975
Milwaukee, Wis.....	2	23	23	48.00	48.00	.4565	.4552
Montgomery, Ala.....	2	10	9	45.90	43.33	.5912	.6086
New Orleans, La.....	2	42	40	46.38	46.38	.6652	.6732
New York, N. Y. (a).....	4	189	194	48.52	48.57	.5829	.6036
Omaha, Nebr.....	2	38	40	48.00	48.00	.4720	.4513
Philadelphia, Pa.....	4	97	90	47.92	46.07	.5211	.5913
Pittsburg and Allegheny, Pa.....	2	62	72	48.00	47.42	.6077	.6081
Providence, R. I.....	2	31	31	49.68	49.68	.5459	.5292
St. Joseph, Mo.....	2	14	15	48.00	48.00	.4732	.5000
St. Paul, Minn.....	2	14	14	53.29	53.29	.4310	.4310
San Francisco, Cal.....	2	31	35	45.00	45.00	.6667	.6686
Sioux Falls, S. Dak.....	2	6	6	48.00	48.00	.3959	.3959
Tampa, Fla.....	2	5	5	54.00	49.20	.3992	.5611
Washington, D. C.....	2	47	45	43.60	43.53	.5865	.5851

PRESSMEN, Male.

Atlanta, Ga.....	2	11	12	54.00	54.00	\$0.2677	\$0.2454
Baltimore, Md.....	4	26	26	46.15	46.15	.3591	.3647
Boston, Mass.....	3	70	89	46.97	45.91	.4812	.4910
Buffalo, N. Y.....	2	8	7	55.25	55.14	.3333	.3602
Charleston, S. C.....	2	3	3	53.33	53.33	.3839	.3839
Chicago, Ill.....	3	74	81	50.59	50.37	.3683	.3662
Cincinnati, Ohio.....	3	24	25	51.00	50.88	.3661	.3690
Cleveland, Ohio.....	2	9	9	52.11	52.11	.3333	.3681
Des Moines, Iowa.....	2	4	4	56.00	56.00	.3572	.3527
Detroit, Mich.....	2	19	20	48.74	48.80	.3484	.3750
Dubuque, Iowa.....	2	2	2	55.50	51.00	.3378	.3530
Duluth, Minn.....	2	2	2	52.00	52.00	.3840	.3840
Harrisburg, Pa.....	2	4	4	58.00	54.00	.2823	.3102
Indianapolis, Ind.....	2	7	10	48.00	48.00	.3647	.3761
Jersey City, N. J.....	2	3	4	48.00	48.00	.4167	.3490
Kansas City, Kans.....	2	2	2	54.00	54.00	.2885	.3440
Little Rock, Ark.....	2	10	9	52.00	51.89	.2942	.3165
Louisville, Ky.....	2	3	3	48.33	48.33	.3274	.3274
Milwaukee, Wis.....	2	9	11	55.78	50.36	.3034	.2987
Montgomery, Ala.....	2	2	2	48.00	48.00	.4383	.5417
New Orleans, La.....	2	10	10	64.40	64.40	.3147	.3147
New York, N. Y. (a).....	4	151	155	44.11	43.82	.4750	.4787
Omaha, Nebr.....	2	8	8	50.00	50.00	.3824	.3936
Philadelphia, Pa.....	4	27	29	52.81	53.72	.3982	.3750
Pittsburg and Allegheny, Pa.....	2	9	10	51.56	52.00	.3413	.3348
Providence, R. I.....	2	8	8	49.88	49.88	.3526	.4114
St. Joseph, Mo.....	2	4	4	48.00	48.00	.3750	.3750
St. Louis, Mo.....	2	26	27	48.00	48.00	.3785	.3868
San Francisco, Cal.....	2	26	23	46.85	46.57	.4631	.4756
Sioux Falls, S. Dak.....	2	2	2	48.00	48.00	.4963	.4963
Tampa, Fla.....	2	6	6	55.00	50.00	.2315	.2566
Washington, D. C.....	2	6	11	47.33	46.91	.4090	.3577

STEREOTYPERS, Male.

Atlanta, Ga.....	2	9	10	42.67	48.00	\$0.5023	\$0.4372
Baltimore, Md.....	3	16	18	42.00	42.00	.4636	.4780
Boston, Mass.....	3	52	52	47.38	42.00	.5440	.6081
Buffalo, N. Y.....	2	3	3	55.33	55.33	.2807	.2807
Charleston, S. C.....	2	2	2	48.50	48.50	.2566	.2566
Chicago, Ill.....	3	29	30	48.00	48.00	.4454	.4629

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TABLE IV.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, IN TWENTY-ONE SELECTED OCCUPATIONS, BY CITIES—Continued.

PRINTING AND PUBLISHING, NEWSPAPER—Concluded.

STEREOTYPERS, Male—Concluded.

Locality.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Cincinnati, Ohio.....	3	15	16	50.00	50.25	\$0.3277	\$0.3398
Cleveland, Ohio.....	2	10	10	35.60	35.60	.5688	.6063
Des Moines, Iowa.....	2	4	4	52.00	52.00	.3578	.3578
Detroit, Mich.....	2	10	12	48.80	49.00	.4005	.3913
Duluth, Minn.....	2	3	3	50.67	50.67	.3373	.3582
Harrisburg, Pa.....	2	3	3	58.00	54.00	.2431	.2704
Indianapolis, Ind.....	2	8	9	48.00	48.00	.4206	.4862
Little Rock, Ark.....	2	2	3	50.50	49.67	.3573	.3215
Louisville, Ky.....	2	4	4	45.50	45.50	.3684	.3684
Milwaukee, Wis.....	2	10	10	56.30	56.30	.4000	.3822
New Orleans, La.....	2	7	7	53.00	53.00	.3582	.3967
New York, N. Y. (a).....	4	68	67	43.99	43.66	.6463	.6466
Omaha, Nebr.....	2	8	10	53.00	52.80	.3940	.3881
Philadelphia, Pa.....	4	36	35	46.44	46.40	.4085	.4155
Pittsburg and Allegheny, Pa.....	2	9	10	53.33	52.70	.3552	.3723
Providence, R. I.....	2	12	13	49.00	49.00	.4286	.4485
St. Joseph, Mo.....	2	5	5	48.00	48.00	.4708	.4813
St. Louis, Mo.....	2	14	15	48.00	48.00	.4457	.4451
San Francisco, Cal.....	2	13	12	45.00	45.00	.5436	.5444
Washington, D. C.....	2	6	7	48.00	48.00	.4531	.4836

STREETS AND SEWERS, CONTRACT WORK.

LABORERS, Male.

Baltimore, Md.....	2	175	155	48.00	48.00	\$0.1934	\$0.1982
Boston, Mass.....	2	40	35	54.00	54.00	.1918	.1893
Buffalo, N. Y.....	3	275	289	60.00	60.00	.1609	.1521
Chicago, Ill.....	3	761	1,020	57.37	56.87	.2165	.2164
Cincinnati, Ohio.....	2	528	505	59.10	58.32	.1792	.1825
Cleveland, Ohio.....	2	378	225	60.00	60.00	.1767	.1752
Des Moines, Iowa.....	2	300	275	54.00	54.00	.1967	.2005
Detroit, Mich.....	2	277	371	57.31	60.00	.1945	.1681
Dubuque, Iowa.....	2	38	31	59.00	59.00	.1746	.1821
Indianapolis, Ind.....	2	120	160	59.17	58.88	.1754	.1745
Jacksonville, Fla.....	2	74	70	54.00	54.00	.1550	.1512
Louisville, Ky.....	2	141	161	59.57	59.63	.1590	.1646
Milwaukee, Wis.....	3	451	325	60.00	60.00	.2267	.2042
Nashville, Tenn.....	2	105	100	59.62	58.00	.1048	.1183
New Orleans, La.....	2	525	673	58.54	58.37	.1691	.1736
New York, N. Y. (a).....	4	760	616	56.70	58.13	.1640	.1596
Philadelphia, Pa.....	2	455	629	60.00	60.00	.1575	.1550
Pittsburg and Allegheny, Pa.....	2	195	189	60.00	60.00	.1562	.1572
Portland, Oreg.....	2	72	113	58.33	59.10	.2418	.2172
Racine, Wis.....	2	118	77	59.51	59.73	.1923	.1808
San Francisco, Cal.....	2	208	205	48.00	48.00	.2867	.2866
Sioux Falls, S. Dak.....	2	28	33	60.00	60.00	.1821	.2000
Wilmington, Del.....	2	89	87	55.69	55.86	.1480	.1480

STREETS AND SEWERS, MUNICIPAL WORK.

LABORERS, Male.

Atlanta, Ga.....	1	100	50	58.00	60.00	\$0.1034	\$0.1062
Augusta, Ga.....	1	91	54	60.00	60.00	.1219	.1211
Baltimore, Md.....	1	308	401	48.00	48.00	.2083	.2083
Boston, Mass.....	1	451	390	44.00	44.00	.2742	.2741
Buffalo, N. Y.....	1	89	89	48.00	48.00	.1875	.1875
Burlington, Vt.....	1	63	79	54.00	54.00	.1667	.1667
Butte, Mont.....	1	60	60	48.00	48.00	.3750	.3750
Camden, N. J.....	1	42	40	60.00	60.00	.1500	.1500
Charleston, S. C.....	1	140	86	60.00	60.00	.1134	.1142
Chicago, Ill.....	1	674	803	55.69	55.71	.1747	.1746

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REPORT OF THE BUREAU OF LABOR.

AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, IN THE SEVERAL SELECTED OCCUPATIONS, BY CITIES—Concluded.

SEWERS, MUNICIPAL WORK—Concluded.

SEWERS, Male—Concluded.

City.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Albany, N. Y.	1	72	106	48.00	48.00	\$0.2057	\$0.2188
Albany, N. Y.	1	378	369	48.00	48.00	.2000	.2000
Albany, N. Y.	1	59	68	60.00	60.00	.0890	.0950
Albany, N. Y.	1	68	72	48.00	48.00	.2500	.2500
Albany, N. Y.	1	125	125	48.00	48.00	.2613	.2600
Albany, N. Y.	1	189	492	48.00	48.00	.1875	.2188
Albany, N. Y.	1	42	45	54.00	54.00	.1546	.1549
Albany, N. Y.	1	53	67	48.00	48.00	.2500	.2500
Albany, N. Y.	1	92	94	48.00	48.00	.1875	.1875
Albany, N. Y.	1	8	9	48.00	48.00	.3125	.3125
Albany, N. Y.	1	45	47	60.00	60.00	.1500	.1500
Albany, N. Y.	1	173	183	54.00	54.00	.2105	.2105
Albany, N. Y.	1	400	400	48.00	48.00	.2000	.2000
Albany, N. Y.	1	50	56	54.00	54.00	.1159	.1169
Albany, N. Y.	1	35	37	48.00	48.00	.1875	.1875
Albany, N. Y.	1	110	201	48.00	48.00	.2500	.2500
Albany, N. Y.	1	250	250	54.00	54.00	.1667	.1667
Albany, N. Y.	1	210	396	51.37	48.00	.2207	.2342
Albany, N. Y.	1	291	239	54.00	54.00	.1667	.1667
Albany, N. Y.	1	300	350	48.00	48.00	.1875	.1875
Albany, N. Y.	1	22	18	55.00	55.00	.1000	.1000
Albany, N. Y.	1	505	502	48.00	48.00	.2188	.2188
Albany, N. Y.	1	337	505	48.00	48.00	.2313	.2313
Albany, N. Y.	1	10	10	54.00	54.00	.1667	.1667
Albany, N. Y.	1	30	30	60.00	60.00	.0833	.0833
Albany, N. Y.	1	59	69	60.00	60.00	.1525	.1551
Albany, N. Y.	1	160	160	54.00	54.00	.1389	.1667
Albany, N. Y.	1	147	158	54.00	54.00	.1978	.1730
Albany, N. Y.	1	2,633	2,700	51.07	51.00	.2550	.2597
Albany, N. Y.	1	62	64	48.00	48.00	.2200	.2200
Albany, N. Y.	1	75	75	48.00	48.00	.2000	.2000
Albany, N. Y.	1	834	698	45.29	45.33	.2222	.2216
Albany, N. Y.	1	558	593	48.00	48.00	.2188	.2188
Albany, N. Y.	1	99	90	54.00	54.00	.1833	.1833
Albany, N. Y.	1	77	77	48.00	48.00	.2557	.2557
Albany, N. Y.	1	343	349	60.00	60.00	.1534	.1549
Albany, N. Y.	1	7	12	54.00	54.00	.1667	.1713
Albany, N. Y.	1	73	73	56.00	56.00	.1607	.1875
Albany, N. Y.	1	821	964	48.00	48.00	.1875	.1875
Albany, N. Y.	1	158	140	48.00	48.00	.2000	.2000
Albany, N. Y.	1	30	45	48.00	48.00	.3125	.3125
Albany, N. Y.	1	118	113	48.00	48.00	.2813	.2813
Albany, N. Y.	1	41	45	48.00	48.00	.2000	.2000
Albany, N. Y.	1	29	43	48.00	48.00	.2313	.2313
Albany, N. Y.	1	759	792	48.00	48.00	.1916	.1922
Albany, N. Y.	1	11	12	54.00	54.00	.1650	.1650
Albany, N. Y.	1	220	170	60.00	48.00	.1500	.1901
Albany, N. Y.	1	210	181	48.00	48.00	.2322	.2349

* Greater New York.

TABLE V.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, IN EIGHTEEN SELECTED OCCUPATIONS, BY STATES.

BOOTS AND SHOES.

CLOSERS-ON, Female.

State.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Maine.....	3	14	14	58.14	58.14	\$0.1776	\$0.1643
Massachusetts.....	11	58	51	56.41	55.51	.2119	.2124
Michigan.....	2	9	10	57.00	57.00	.1111	.1228
Minnesota.....	2	22	22	53.45	54.00	.1736	.1893
Missouri.....	2	22	31	57.91	58.10	.1356	.1442
New Hampshire.....	3	26	29	59.50	59.48	.1744	.1583
New York.....	6	24	18	54.53	54.50	.1893	.1902
Ohio.....	5	33	36	60.00	60.00	.1507	.1479
Pennsylvania.....	2	11	11	58.00	58.00	.1681	.1629
Wisconsin.....	3	16	16	59.44	59.44	.1370	.1400

CUTTERS, UPPER, Male.

Illinois.....	2	59	56	55.00	55.00	\$0.2880	\$0.2857
Maine.....	3	54	50	58.72	58.72	.2242	.2244
Massachusetts.....	11	381	431	55.96	55.61	.2822	.2858
Michigan.....	2	13	13	58.15	57.92	.2008	.2048
Minnesota.....	2	65	66	54.43	59.52	.2484	.2478
Missouri.....	2	154	169	58.39	58.34	.2450	.2540
New Hampshire.....	3	127	117	59.32	59.34	.2270	.2329
New York.....	6	80	84	55.34	55.76	.3082	.3102
Ohio.....	5	107	134	60.00	60.00	.2730	.2942
Pennsylvania.....	2	59	59	58.00	58.00	.2595	.2927
Wisconsin.....	3	46	47	59.72	59.74	.2512	.2511

EDGE TRIMMERS, Male.

Illinois.....	2	11	15	55.00	55.00	\$0.4981	\$0.4080
Maine.....	3	15	14	58.27	58.29	.2555	.2882
Massachusetts.....	10	107	111	56.07	55.42	.4081	.4056
Michigan.....	2	2	2	58.50	58.50	.2477	.2969
Minnesota.....	2	11	10	54.09	59.40	.2503	.2726
Missouri.....	2	28	41	58.21	58.17	.3320	.3535
New Hampshire.....	3	27	28	59.52	59.54	.2774	.2711
New York.....	6	16	17	54.50	54.76	.4346	.4159
Ohio.....	5	26	27	60.00	60.00	.2750	.3012
Pennsylvania.....	2	8	7	58.00	58.00	.3461	.3757
Wisconsin.....	3	9	8	59.67	59.63	.2432	.2736

GOODYEAR STITCHERS, Male.

Illinois.....	2	13	15	55.00	55.00	\$0.4546	\$0.4912
Maine.....	3	4	4	58.25	58.25	.3319	.3241
Massachusetts.....	8	74	79	55.04	54.43	.4564	.4511
Minnesota.....	2	9	9	56.00	59.33	.2666	.2818
Missouri.....	2	26	36	58.31	58.33	.3064	.3461
New York.....	6	18	17	55.67	56.18	.3326	.3427
Ohio.....	5	16	18	60.00	60.00	.3183	.3299
Pennsylvania.....	2	12	12	58.00	58.00	.2845	.2831
Wisconsin.....	3	4	5	59.50	59.60	.2963	.2970

LASTERS, MACHINE, Male.

Illinois.....	2	59	69	55.00	55.00	\$0.2790	\$0.2998
Maine.....	3	35	43	58.43	58.49	.2380	.2244
Massachusetts.....	9	137	150	55.20	55.04	.3315	.3423
Minnesota.....	2	23	22	53.30	54.82	.2537	.2711
Missouri.....	2	51	96	57.43	57.75	.2780	.3128
New Hampshire.....	3	110	100	59.28	59.33	.2149	.2106
New York.....	6	26	27	54.35	54.59	.3307	.3149
Ohio.....	4	18	26	60.00	60.00	.2541	.2767
Pennsylvania.....	2	21	23	58.00	58.00	.2265	.2251
Wisconsin.....	3	21	22	59.52	59.52	.2708	.2730

TABLE V.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, IN EIGHTEEN SELECTED OCCUPATIONS, BY STATES—Continued.

COTTON GOODS.

CARDING-MACHINE TENDERS, Male.

State.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Georgia.....	5	49	52	66.00	66.00	\$0.0770	\$0.0776
Maine.....	2	7	6	60.00	60.00	.0943	.0883
Massachusetts.....	5	93	100	58.00	58.00	.1206	.1184
New Hampshire.....	2	11	14	60.00	60.00	.0959	.0979
Pennsylvania.....	2	7	7	60.00	60.00	.1333	.1363
Rhode Island.....	2	26	27	58.00	58.00	.1333	.1192

LOOM FIXERS, Male.

Georgia.....	5	50	52	66.00	66.00	\$0.1338	\$0.1370
Maine.....	2	33	39	60.00	60.00	.2020	.2033
Massachusetts.....	5	128	124	58.00	58.00	.2118	.2073
New Hampshire.....	2	31	36	60.00	60.00	.1856	.1876
Rhode Island.....	2	84	83	58.00	58.00	.2174	.2037

SPINNERS, FRAME, Female.

Georgia.....	5	235	257	66.00	66.00	\$0.0606	\$0.0636
Maine.....	2	73	55	60.00	60.00	.0767	.0915
Massachusetts.....	5	579	587	58.00	58.00	.1064	.1049
New Hampshire.....	2	147	181	60.00	60.00	.0909	.0964
Rhode Island.....	2	125	138	58.00	58.00	.0977	.0953

WEAVERS, Male.

Georgia.....	4	166	157	66.00	66.00	\$0.1119	\$0.1082
Maine.....	2	92	152	60.00	60.00	.1439	.1333
Massachusetts.....	5	542	467	58.00	58.00	.1604	.1532
New Hampshire.....	2	85	80	60.00	60.00	.1532	.1460
Rhode Island.....	2	380	328	58.00	58.00	.1671	.1431

WEAVERS, Female.

Georgia.....	5	439	536	66.00	66.00	\$0.0955	\$0.0976
Maine.....	2	259	156	60.00	60.00	.1255	.1171
Massachusetts.....	5	1,174	1,284	58.00	58.00	.1411	.1367
New Hampshire.....	2	512	427	60.00	60.00	.1237	.1321
Rhode Island.....	2	551	488	58.00	58.00	.1462	.1368

DYEING, FINISHING, AND PRINTING TEXTILES.

BLEACHERS, Male.

Massachusetts.....	4	92	102	58.00	58.00	\$0.1175	\$0.1170
Pennsylvania.....	2	10	10	60.00	60.00	.1492	.1558
Rhode Island.....	4	136	142	59.56	59.55	.1235	.1220

DYERS, Male.

Massachusetts.....	4	158	133	58.00	58.00	\$0.1317	\$0.1301
Pennsylvania.....	5	125	118	60.00	60.00	.1803	.1820
Rhode Island.....	4	151	147	59.02	59.59	.1347	.1356

PRINTERS, Male.

Massachusetts.....	3	42	40	58.00	58.00	\$0.4981	\$0.4448
Rhode Island.....	2	20	18	57.06	58.67	.5112	.5038

TABLE V.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, IN EIGHTEEN SELECTED OCCUPATIONS, BY STATES—Concluded.

WOOLEN AND WORSTED GOODS.

CARDERS, Male.

State.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
California.....	2	12	12	60.17	60.08	\$0.1293	\$0.1336
Maine.....	2	11	11	60.00	60.00	.0932	.0932
Massachusetts.....	3	79	76	58.25	56.39	.1019	.1095
Pennsylvania.....	2	76	82	60.00	60.00	.1367	.1357

DYERS, Male.

California.....	2	6	4	60.50	60.25	\$0.1580	\$0.1894
Maine.....	2	11	11	60.00	60.00	.1295	.1318
Massachusetts.....	3	171	165	58.00	56.98	.1271	.1286
Pennsylvania.....	4	58	72	60.00	60.00	.1529	.1524

LOOM FIXERS, Male.

California.....	2	2	2	60.50	60.50	\$0.2361	\$0.2366
Maine.....	2	8	9	60.00	60.00	.1969	.1944
Massachusetts.....	3	67	69	58.00	56.78	.2377	.2366
Pennsylvania.....	4	26	27	60.00	60.00	.2654	.2628

WEAVERS, Male.

California.....	2	8	10	60.38	60.20	\$0.1108	\$0.1292
Maine.....	2	87	89	60.00	60.00	.1534	.1467
Massachusetts.....	3	407	387	58.00	57.32	.1844	.1570
New Jersey.....	2	55	53	57.73	57.64	.1455	.1740
Pennsylvania.....	4	250	269	60.00	60.00	.1979	.1963

WEAVERS, Female.

California.....	2	22	22	60.23	60.14	\$0.1120	\$0.1377
Maine.....	2	31	22	60.00	60.00	.1379	.1312
Massachusetts.....	3	741	797	58.00	56.74	.1462	.1432
New Jersey.....	2	104	106	55.19	55.28	.1380	.1465
Pennsylvania.....	4	209	197	60.00	60.00	.1890	.1857

RETAIL PRICES OF FOOD, 1890 TO 1904.

In the Eighteenth Annual Report of the Bureau of Labor were published retail prices of the principal staple articles of food for the 14 years from 1890 to 1903. It is the purpose of the Bureau of Labor to continue this compilation of prices from year to year; in the present Bulletin the prices have been continued to include 1904.

In the Eighteenth Annual Report were included a total of 5,302 schedules or statements of prices from 814 retail merchants for the years 1890 to 1902 and 5,293 schedules from 811 merchants for the year 1903. The prices were secured in the principal industrial localities in 33 States, including the District of Columbia.

It has seemed desirable to enlarge the scope of this investigation of retail prices, and the present compilation includes 6,760 schedules from 1,064 firms doing business in the principal industrial localities in 40 States, including the District of Columbia. This investigation of prices includes 7 States not included in the Eighteenth Annual Report, and also many more schedules from some of the leading cities. The cities selected are so distributed that the prices fairly represent the prices to the consumers in the principal cities in all parts of the country. From the important cities prices were secured from three or more firms in different parts of the city. As far as possible 1904 prices were secured from those firms which furnished prices for 1890 to 1903. If a firm which had heretofore furnished prices to the Bureau was no longer in business, or where additional firms were desired, prices were secured for both 1903 and 1904 from some other firm, so that in every case the 1903 and 1904 prices shown in this compilation are from the same firm. In the smaller cities no new firm was substituted for any which had discontinued business.

The schedules were in all cases secured by personal visits of the agents of the Bureau. The firms furnishing prices were those selling largely to workingmen.

In this compilation prices are quoted for 30 distinct articles, and under each article prices are shown for various grades and descriptions of that article. The articles for which retail prices are quoted in this report, the number of schedules or statements of prices secured

for each article, and the number of cities and States from which the schedules were secured are shown in the table which follows:

ARTICLES FOR WHICH RETAIL PRICES ARE SHOWN, NUMBER OF SCHEDULES SECURED FOR EACH ARTICLE, AND NUMBER OF CITIES AND STATES FROM WHICH THE SCHEDULES WERE SECURED IN 1903 AND 1904.

Articles.	Total schedules.	Cities from which secured.	States from which secured.
Apples, evaporated.....	118	58	39
Beans, dry.....	123	63	38
Beef, fresh, roasts and stews.....	453	105	40
Beef, fresh, steaks.....	488	134	40
Beef, salt.....	168	86	38
Bread, wheat.....	229	123	40
Butter.....	271	141	40
Cheese.....	228	136	40
Chickens.....	170	91	38
Coffee.....	301	144	40
Corn meal.....	173	95	40
Eggs.....	254	141	40
Fish, fresh.....	190	86	38
Fish, salt.....	158	75	38
Flour, wheat.....	270	138	40
Lard.....	233	134	40
Milk, fresh.....	211	115	39
Molasses.....	240	131	40
Mutton and lamb.....	201	75	39
Pork, fresh.....	274	133	40
Pork, salt, bacon.....	205	92	39
Pork, salt, dry or pickled.....	159	86	39
Pork, salt, ham.....	242	112	40
Potatoes, Irish.....	247	134	40
Prunes.....	124	62	38
Rice.....	245	140	40
Sugar.....	255	142	40
Tea.....	258	141	40
Veal.....	139	67	38
Vinegar.....	133	71	40
Total.....	6,760	151	40

Table I.—Retail prices of food, 1903 and 1904 (pp. 176 to 293).—

This table shows for each of the years 1903 and 1904 the average price of the particular article enumerated in each separate schedule or statement of prices. The agents of the Bureau obtained from the retail merchants the prevailing price for the various articles of food during each month of the two years. The monthly prices of the various articles are not published in detail, but from these monthly prices an average price for each year has been computed for each schedule or separate statement of prices. The average price for the year is a simple average, found by adding together the 12 monthly quotations of prices for each article for the year and dividing by 12. The 30 articles are presented in alphabetical order, the prices for each article are then shown by States, and, under the States, by localities from which secured.

The particular grade or description of each article is shown in connection with the average prices in as much detail as possible. The greatest care was taken to secure prices throughout the two years for an article of uniform grade or quality, as changes in quality are, of course, reflected in prices. A reference to Table I (page 176)

determining the relative price or index number for 1904. The method adopted was to compute for each schedule or statement of prices the average price for each year, 1903 and 1904, and then the per cent which the average price in 1904 was of the average price in 1903. These per cents or relative prices for all of the various grades and descriptions of the article were added and the sum divided by the number of schedules secured for that article. Thus for evaporated apples the 33 schedules secured in the North Atlantic States show that the average price in 1904 was 98.48 per cent of the average price in 1903; the 18 schedules secured in the South Atlantic States show that the average price in 1904 was 98.14 per cent of the average price in 1903; the 33 schedules from the North Central States, 97.93 per cent; the 17 schedules from the South Central States, 98.47 per cent; the 17 schedules from the Western States, 99.32 per cent, and the total schedules, 118, show that the average price in 1904 was 98.39 per cent of the average price in 1903. By referring to Table II (page 294), it is seen that the relative price or index number (average price for 1890 to 1899=100) for evaporated apples in the North Atlantic States in 1903 was 107.5; therefore in 1904 the relative was 98.48 per cent of 107.5, or 105.9. The relative price for each of the geographical divisions and also for the United States was found by the same method. The relative prices for other articles were determined in the same way. For reasons explained in the discussion of Table I, the relative prices for bread are computed from the price per pound.

Considering the United States as a whole, the articles which show the greatest difference between 1903 and 1904 prices are flour and lard. The average price of flour in 1904 was 118.44 per cent of the average price in 1903, or an advance of 18.44 per cent. The average price of lard in 1904 was 92.61 per cent of the average price in 1903, or a decline of 7.39 per cent. Of the 30 articles included in this compilation 15 show an advance and 15 a decline when 1904 is compared with 1903.

The table which follows shows the per cent of advance or decline for each of the 30 articles when the average price in 1904 is compared with the average price in 1903.

than in 1903. This was due to the unusually high prices during the first half of 1904, when the supply, dependent upon the 1903 crop, was comparatively low. During the last few months of 1904 the price of potatoes in many localities was not more than 50 per cent of the price during the corresponding months of the preceding year, while during the early months of 1904 the price in some localities was practically double the price during the corresponding months of 1903.

The average price of sugar in 1904 was 6.04 per cent above the average price in 1903. The price in December, 1904, however, was in many localities from 20 to 35 per cent above the price in January, 1903.

Table II.—Relative retail prices of food, 1890 to 1904 (pp. 294 to 301).—In the Eighteenth Annual Report of this Bureau were shown the relative retail prices for each of the 14 years from 1890 to 1903 for each of the 30 articles of food included in that report and which are continued in the present compilation.

A relative price, or an index number as it is technically called, of any article is the per cent which the price of that article at any certain date is of the price of the same article at a date or a period which has been selected as the base or standard.

The base selected for the compilation of retail prices is the average price for the 10-year period 1890 to 1899. This base period is the same as was used in the presentation of wholesale prices in Bulletins 39, 45, 51, and 57 of this Bureau. The average for the 10-year period is used as the base for the reason that an average price for a number of years more nearly represents average or normal conditions than does the price for a single year. The value of relative prices is that it enables the reader to follow more readily the course of prices of a single article or of groups of articles.

In the Eighteenth Annual Report relative prices were computed for each of the schedules of prices. The method followed after computing the average price for each year was to determine for each schedule the base price, which is the sum of the average prices of the 10 years, 1890 to 1899, divided by 10. The relative price or index number was then obtained for the schedule for each year in the period covered by dividing the average price of the article shown on that schedule for each year by the average price of the same article for the 10-year period, 1890 to 1899. The quotient thus obtained multiplied by 100 is the per cent which the average price that year was of the base price, and is called the index number or relative price.

In the present compilation of prices for 1903 and 1904 schedules were secured from many firms who had not heretofore furnished prices, and in many cases such firms had been in existence but a few years. It was therefore necessary to follow a slightly different method in

RETAIL PRICES OF THE PRINCIPAL ARTICLES OF FOOD IN THE UNITED STATES.
AVERAGE PRICE IN 1904 COMPARED WITH AVERAGE PRICE IN 1903.

Articles for which the average price in 1904 was higher than the average price in 1903.	Number of schedules secured.	Per cent of advance in price.	Articles for which the average price in 1904 was lower than the average price in 1903.	Number of schedules secured.	Per cent of decline in price.
Beef, fresh, steaks.....	488	0.41	Apples evaporated.....	118	1.61
Bread, wheat.....	229	3.74	Beans, dry.....	123	1.13
Chickens.....	170	1.84	Beef, fresh, roasts and stews.	453	.25
Coffee.....	301	2.81	Beef, salt.....	168	1.50
Corn meal.....	173	.64	Butter.....	271	1.63
Eggs.....	254	4.43	Cheese.....	228	1.81
Fish, fresh.....	190	.56	Lard.....	233	7.39
Fish, salt.....	158	3.01	Pork, fresh.....	274	2.36
Flour, wheat.....	270	18.44	Pork, salt, bacon.....	205	1.36
Milk, fresh.....	211	.45	Pork, salt, dry or pickled.....	159	2.48
Molasses.....	240	.18	Pork, salt, ham.....	242	2.36
Mutton and lamb.....	301	1.29	Prunes.....	124	.80
Potatoes, Irish.....	247	5.68	Rice.....	245	2.21
Sugar.....	255	6.04	Tea.....	258	.16
Veal.....	139	.55	Vinegar.....	133	.25

A simple average of the per cent of advance of the prices of the 15 articles which show an advance is 3.34 per cent, while a similar average for the 15 articles which show a decline is 1.75 per cent. The articles which show an advance are worthy of especial attention for the reason that the advance in the 1904 average price was most marked in certain articles for which it is difficult for the consumer to find substitutes. For flour, with an advance of 18.44 per cent, and bread, with an advance of 3.74 per cent, there are practically no substitutes. Sugar advanced 6.04 per cent and has no substitute except in a limited way for use in cooking. Eggs advanced 4.43 per cent; substitutes for eggs for direct consumption are available, but there is no substitute for eggs for culinary purposes. Milk shows a slight advance and has no substitute. Potatoes advanced 5.68 per cent; other vegetables, however, are available as substitutes.

Relative prices are not presented for each of the schedules or statements of prices, owing to the large amount of space which would be required, and it is not believed that such presentation would materially add to the value of the report. The 40 States from which prices were secured have been grouped. The relative prices for each of the 30 articles are shown for each of the five geographical divisions, and for

TABLE IV.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, IN TWENTY-ONE SELECTED OCCUPATIONS, BY CITIES—Concluded.

STREETS AND SEWERS, MUNICIPAL WORK—Concluded.

LABORERS, Male—Concluded.

Locality.	Number of establishments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
Cincinnati, Ohio.....	1	72	105	48.00	48.00	\$0.2057	\$0.2188
Cleveland, Ohio.....	1	378	369	48.00	48.00	.2000	.2000
Columbus, Ga.....	1	59	68	60.00	60.00	.0890	.0950
Denver, Colo.....	1	68	72	48.00	48.00	.2500	.2500
Des Moines, Iowa.....	1	125	125	48.00	48.00	.2613	.2600
Detroit, Mich.....	1	189	492	48.00	48.00	.1875	.2188
Dubuque, Iowa.....	1	42	45	54.00	54.00	.1546	.1549
Duluth, Minn.....	1	53	67	48.00	48.00	.2500	.2500
Evansville, Ind.....	1	92	94	48.00	48.00	.1875	.1875
Greatfalls, Mont.....	1	8	9	48.00	48.00	.3125	.3125
Harrisburg, Pa.....	1	45	47	60.00	60.00	.1500	.1500
Hartford, Conn.....	1	173	183	54.00	54.00	.2105	.2106
Indianapolis, Ind.....	1	400	400	48.00	48.00	.2000	.2000
Jacksonville, Fla.....	1	50	56	54.00	54.00	.1159	.1169
Lincoln, Nebr.....	1	35	37	48.00	48.00	.1875	.1875
Los Angeles, Cal.....	1	110	201	48.00	48.00	.2500	.2500
Louisville, Ky.....	1	250	250	54.00	54.00	.1667	.1667
Lowell, Mass.....	1	210	396	51.37	48.00	.2207	.2342
Manchester, N. H.....	1	291	239	54.00	54.00	.1667	.1667
Memphis, Tenn.....	1	300	350	48.00	48.00	.1875	.1875
Meridian, Miss.....	1	22	18	55.00	55.00	.1000	.1000
Milwaukee, Wis.....	1	505	502	48.00	48.00	.2188	.2189
Minneapolis, Minn.....	1	337	505	48.00	48.00	.2313	.2313
Mobile, Ala.....	1	10	10	54.00	54.00	.1667	.1667
Montgomery, Ala.....	1	30	30	60.00	60.00	.0833	.0833
Nashua, N. H.....	1	59	69	60.00	60.00	.1525	.1551
Nashville, Tenn.....	1	160	160	54.00	54.00	.1389	.1667
New Haven, Conn.....	1	147	158	54.00	54.00	.1978	.1730
New York, N. Y. (a).....	1	2,633	2,700	51.07	51.00	.2550	.2597
Omaha, Nebr.....	1	62	64	48.00	48.00	.2200	.2200
Peoria, Ill.....	1	75	75	48.00	48.00	.2000	.2000
Philadelphia, Pa.....	1	834	698	45.29	45.33	.2222	.2216
Pittsburg and Allegheny, Pa.....	1	558	593	48.00	48.00	.2188	.2188
Portland, Me.....	1	99	90	54.00	54.00	.1833	.1833
Portland, Oreg.....	1	77	77	48.00	48.00	.2557	.2557
Providence, R. I.....	1	343	349	60.00	60.00	.1534	.1549
Racine, Wis.....	1	7	12	54.00	54.00	.1667	.1713
Richmond, Va.....	1	73	73	56.00	56.00	.1607	.1875
St. Louis, Mo.....	1	821	964	48.00	48.00	.1875	.1875
St. Paul, Minn.....	1	158	140	48.00	48.00	.2000	.2000
San Francisco, Cal.....	1	30	45	48.00	48.00	.3125	.3125
Seattle, Wash.....	1	118	113	48.00	48.00	.2813	.2813
Sioux Falls, S. Dak.....	1	41	45	48.00	48.00	.2000	.2000
Tacoma, Wash.....	1	29	43	48.00	48.00	.2313	.2313
Washington, D. C.....	1	759	792	48.00	48.00	.1916	.1922
Williamsport, Pa.....	1	11	12	54.00	54.00	.1650	.1650
Wilmington, Del.....	1	220	170	60.00	48.00	.1500	.1901
Worcester, Mass.....	1	210	181	48.00	48.00	.2322	.2349

(a) Greater New York.

RELATIVE RETAIL PRICES OF THE PRINCIPAL ARTICLES OF FOOD IN THE UNITED STATES, 1890 TO 1904.

[Average price for 1890-1899=100.0.]

Year.	Apples, evaporated.	Beans, dry.	Beef, fresh, roasts and stews.	Beef, fresh, steaks.	Beef, salt.	Bread, wheat.	Butter.	Cheese.	Chickens.	Coffee.
1890.....	109.0	103.3	99.5	98.8	97.5	100.3	99.2	98.8	101.3	105.4
1891.....	110.3	106.2	100.0	99.4	98.3	100.3	106.4	100.3	104.0	105.2
1892.....	99.3	102.4	99.6	99.3	99.5	100.3	106.8	101.5	103.8	103.8
1893.....	107.0	105.0	99.0	99.6	100.3	100.1	109.9	101.8	104.2	104.8
1894.....	105.8	102.8	98.3	98.2	98.9	99.9	101.7	101.6	98.6	103.3
1895.....	97.4	100.5	98.6	99.1	99.6	99.7	97.0	99.2	98.4	101.7
1896.....	88.6	92.7	99.1	99.5	99.8	99.9	92.7	97.9	97.1	99.6
1897.....	87.8	91.5	100.3	100.2	100.9	100.0	93.1	99.0	94.0	94.6
1898.....	95.9	95.9	101.7	102.0	102.1	99.8	95.1	97.5	96.8	91.1
1899.....	99.5	99.7	103.7	103.9	103.2	99.6	97.7	102.4	101.8	90.5
1900.....	95.2	110.0	106.5	106.4	103.7	99.7	101.4	103.9	100.8	91.1
1901.....	96.8	113.9	110.7	111.0	106.1	99.4	103.2	103.3	103.0	90.7
1902.....	104.4	116.8	118.6	118.5	116.0	99.4	111.5	107.3	113.2	89.6
1903.....	100.8	118.1	113.1	112.9	108.8	100.2	110.8	109.4	118.5	89.3
1904.....	99.2	116.8	112.8	113.4	108.3	103.9	109.0	107.4	120.7	91.8

Year.	Corn meal.	Eggs.	Fish, fresh.	Fish, salt.	Flour, wheat.	Lard.	Milk, fresh.	Molasses.	Mutton and lamb.	Pork, fresh.
1890.....	100.0	100.6	99.3	100.7	109.7	98.2	100.5	104.7	100.7	97.0
1891.....	109.7	106.9	99.6	101.7	112.5	99.8	100.5	101.7	100.6	98.7
1892.....	105.2	106.8	100.1	102.2	105.1	103.6	100.6	101.2	101.0	100.5
1893.....	103.1	108.1	100.1	103.4	96.1	117.9	100.4	100.6	99.9	107.0
1894.....	102.2	96.3	100.4	101.5	88.7	106.9	100.2	100.3	97.8	101.8
1895.....	100.8	99.3	99.8	98.9	89.0	100.1	100.0	99.0	98.7	99.7
1896.....	95.0	92.8	100.2	97.5	92.7	92.5	99.9	98.7	98.7	97.4
1897.....	93.7	91.4	99.8	95.2	104.3	89.8	99.7	97.7	99.6	97.6
1898.....	95.0	96.2	100.5	98.8	107.4	93.9	99.4	97.9	100.4	98.6
1899.....	95.1	101.1	100.2	100.2	94.6	97.1	98.9	98.2	102.6	101.7
1900.....	97.4	99.9	100.4	99.1	94.3	104.4	99.9	102.2	105.6	107.7
1901.....	107.1	105.7	101.4	100.9	94.4	118.1	101.1	101.3	109.0	117.9
1902.....	118.8	119.1	105.0	102.8	94.9	134.3	103.3	102.1	114.7	128.3
1903.....	120.7	125.3	107.3	108.4	101.2	126.7	105.8	103.8	112.6	127.0
1904.....	121.5	130.9	107.9	111.7	119.9	117.3	106.3	104.0	114.1	124.0

Year.	Pork, salt, bacon.	Pork, salt, dry or pickled.	Pork, salt, ham.	Potatoes, Irish.	Prunes.	Rice.	Sugar.	Tea.	Veal.	Vinegar.
1890.....	95.8	95.3	98.7	109.3	116.8	101.3	118.6	100.0	98.8	102.9
1891.....	96.6	98.9	99.3	116.6	116.5	102.5	102.7	100.4	99.6	105.5
1892.....	99.1	100.5	101.9	95.7	113.5	101.3	96.2	100.2	100.0	102.7
1893.....	109.0	108.7	109.3	112.3	115.6	98.4	101.5	100.1	100.0	99.5
1894.....	103.6	103.4	101.9	102.6	100.9	99.0	93.8	98.7	98.7	99.8
1895.....	99.4	99.2	98.8	91.8	94.2	98.8	91.8	98.5	98.5	98.9
1896.....	96.7	95.5	97.6	77.0	86.8	96.7	96.6	98.8	99.5	97.2
1897.....	97.4	97.3	98.2	93.0	84.3	97.9	95.7	98.5	99.9	97.4
1898.....	100.2	99.1	95.1	105.4	86.3	101.7	101.3	100.7	101.2	97.9
1899.....	102.9	101.8	99.2	96.1	85.1	102.4	101.7	104.4	103.7	98.3
1900.....	109.7	107.7	105.3	93.5	83.0	102.4	104.9	105.5	104.9	98.5
1901.....	121.0	117.5	110.2	116.8	82.6	103.5	103.0	106.7	108.8	98.9
1902.....	135.6	132.5	119.4	117.0	83.4	103.5	96.0	107.2	115.2	99.5
1903.....	139.8	129.0	121.3	114.8	80.2	103.9	96.1	106.0	114.9	99.1
1904.....	137.9	125.8	118.4	121.3	79.6	101.6	101.9	105.8	115.5	98.9

From this table it is seen that the price of fresh roasting and stewing beef in 1890 was 99.5 per cent of the average price during the 10-year period from 1890 to 1899. In 1891 the price was exactly the same as the average price for the 10-year period—that is, 100.0. The lowest point reached was in 1894, when it was 98.3 per cent of the average price for the 10-year period. The highest point reached was in 1902, when it stood at 118.6. In 1904 it stood at 112.8, or 12.8 per

cent higher than the average price for the period from 1890 to 1899. In the use of these tables showing the relative figures it should be borne in mind that the difference between the relative prices in any two years is not the per cent of difference in the cost. For example: The relative price of fresh roasting and stewing beef was 98.3 in 1894 and 112.8 in 1904. The difference between these relative prices is 14.5; and this figure being 14.8 per cent of 98.3, the per cent of increase in 1904 over 1894 is 14.8 per cent.

Eggs show a marked increase in price during the last few years. In 1900 the price was 99.9 per cent of the average price for the 10-year period, 1890 to 1899; in 1901 the price rose to 105.7, in 1902 to 119.1; in 1903 to 125.3, and in 1904 to 130.9. The price in 1904 was 31.0 per cent above the price four years previous.

From the preceding table is drawn the one which follows. It shows for the United States the lowest and highest yearly relative price of each of the 30 articles of food for the 15 years, 1890 to 1904; also the year in which the lowest and highest yearly prices were reached.

LOWEST AND HIGHEST YEARLY RELATIVE RETAIL PRICES OF THE PRINCIPAL ARTICLES OF FOOD IN THE UNITED STATES, 1890 TO 1904.

[Average price for 1890-1899 = 100.0.]

Article.	Lowest.		Highest.	
	Year.	Relative price.	Year.	Relative price.
Apples, evaporated.....	1897	87.8	1891	110.3
Beans, dry.....	1897	91.5	1903	118.1
Beef, fresh, roasts and stews.....	1894	98.3	1902	118.6
Beef, fresh, steaks.....	1894	98.2	1902	118.5
Beef, salt.....	1890	97.5	1902	116.0
Bread, wheat.....	1901, 1902	99.4	1904	103.9
Butter.....	1896	92.7	1902	111.5
Cheese.....	1898	97.5	1903	109.4
Chickens.....	1897	94.0	1904	120.7
Coffee.....	1903	89.3	1890	105.4
Corn meal.....	1897	93.7	1904	121.5
Eggs.....	1897	91.4	1904	130.9
Fish, fresh.....	1890	99.3	1904	107.9
Fish, salt.....	1897	95.2	1904	111.7
Flour, wheat.....	1894	88.7	1904	119.9
Lard.....	1897	89.8	1902	134.3
Milk, fresh.....	1899	98.9	1904	106.3
Molasses.....	1897	97.7	1890	104.7
Mutton and lamb.....	1894	97.8	1902	114.7
Pork, fresh.....	1890	97.0	1902	128.3
Pork, salt, bacon.....	1890	95.8	1903	139.8
Pork, salt, dry or pickled.....	1890	95.3	1902	132.5
Pork, salt, ham.....	1898	95.1	1903	121.3
Potatoes, Irish.....	1896	77.0	1904	121.3
Prunes.....	1904	79.6	1890	116.8
Rice.....	1896	96.7	1903	103.9
Sugar.....	1895	91.8	1890	118.6
Tea.....	1895, 1897	98.5	1902	107.2
Veal.....	1895	98.5	1904	115.5
Vinegar.....	1896	97.2	1891	105.5

Of the 30 articles, the lowest yearly relative price was reached by 5 in 1890, 4 in 1894, 2 in 1895, 1 in 1895 and 1897, the price being the same for the two years; 4 in 1896, 8 in 1897, 2 in 1898, 1 in 1899, 1 in 1901 and 1902, 1 in 1903, and 1 in 1904. The highest yearly relative price was reached by 4 in 1890, 2 in 1891, 9 in 1902, 5 in 1903, and 10

TABLE V.—AVERAGE WAGES AND HOURS OF LABOR, 1903 AND 1904, IN
EIGHTEEN SELECTED OCCUPATIONS, BY STATES—Concluded.

WOOLEN AND WORSTED GOODS.

CARDERS, Male.

State.	Number of estab- lish- ments.	Number of employees.		Average hours per week.		Average wages per hour.	
		1903.	1904.	1903.	1904.	1903.	1904.
California.....	2	12	12	60.17	60.08	\$0.1293	\$0.1336
Maine.....	2	11	11	60.00	60.00	.0932	.0932
Massachusetts.....	3	79	76	58.25	56.39	.1019	.1095
Pennsylvania.....	2	76	82	60.00	60.00	.1367	.1357

DYERS, Male.

California.....	2	6	4	60.50	60.25	\$0.1580	\$0.1894
Maine.....	2	11	11	60.00	60.00	.1295	.1318
Massachusetts.....	3	171	165	58.00	56.98	.1271	.1286
Pennsylvania.....	4	58	72	60.00	60.00	.1529	.1524

LOOM FIXERS, Male.

California.....	2	2	2	60.50	60.50	\$0.2361	\$0.2366
Maine.....	2	8	9	60.00	60.00	.1969	.1944
Massachusetts.....	3	67	69	58.00	56.78	.2377	.2366
Pennsylvania.....	4	26	27	60.00	60.00	.2654	.2628

WEAVERS, Male.

California.....	2	8	10	60.38	60.20	\$0.1108	\$0.1292
Maine.....	2	87	89	60.00	60.00	.1534	.1467
Massachusetts.....	3	407	387	58.00	57.32	.1844	.1870
New Jersey.....	2	55	53	57.73	57.64	.1455	.1740
Pennsylvania.....	4	250	269	60.00	60.00	.1979	.1963

WEAVERS, Female.

California.....	2	22	22	60.23	60.14	\$0.1120	\$0.1377
Maine.....	2	31	22	60.00	60.00	.1379	.1312
Massachusetts.....	3	741	797	58.00	56.74	.1462	.1432
New Jersey.....	2	104	106	55.19	55.28	.1380	.1465
Pennsylvania.....	4	209	197	60.00	60.00	.1890	.1867

This table shows that the price of all the more important articles was higher in 1904 than the average for the 10-year period, 1890 to 1899. Bacon was 37.9 per cent higher, eggs 30.9 per cent higher, dry or pickled pork 25.8 per cent higher, fresh pork 24.0 per cent higher, corn meal 21.5 per cent higher, potatoes 21.3 per cent higher, chickens 20.7 per cent higher, flour 19.9 per cent higher, salt ham 18.4 per cent higher, etc.

The price of prunes was 20.4 per cent lower in 1904 than for the 10-year period, 1890 to 1899, coffee 8.2 per cent lower, vinegar 1.1 per cent lower, and evaporated apples 0.8 per cent lower.

The preceding table is summarized in the short table which follows:

NUMBER AND PER CENT OF THE PRINCIPAL ARTICLES OF FOOD, CLASSIFIED BY PER CENT, WHICH THE 1904 RETAIL PRICE IS ABOVE OR BELOW THE AVERAGE PRICE FOR 1890-1899

Price higher.	Number of articles.	Per cent of articles.	Price lower.	Number of articles.	Per cent of articles.
25 to 40 per cent.....	3	10.0	Less than 10 per cent.....	3	10.0
10 to 25 per cent.....	13	43.4	10 to 25 per cent.....	1	3.3
Less than 10 per cent.....	10	33.3			
Total.....	26	86.7	Total.....	4	13.3

From this table it is seen that in 1904 the price of 3 of the 30 articles of food, or 10.0 per cent, was from 25 to 40 per cent higher than the average price for the 10-year period, 1890 to 1899; the price of 13 articles, or 43.4 per cent of the total, was from 10 to 25 per cent higher than the average price for the 10-year period; and the price of 10 articles, or 33.3 per cent of the total, was less than 10 per cent higher than the average price for the 10-year period. On the other hand, the price of 3 articles, or 10.0 per cent of the whole number, was less than 10 per cent lower than the average price for the 10-year period, and the price of 1 article, or 3.3 per cent of the whole number, was from 10 to 25 per cent (20.4 per cent) lower than the average price for the 10-year period.

To render easy a comparison of the prices of the last year of the 15-year period included in this investigation with those of each of the other years, the following table has been prepared, showing the per cent of increase or decrease in the prices of 1904, compared with the prices of each previous year of the period.

PER CENT OF INCREASE (+) OR DECREASE (-) IN RETAIL PRICES OF PRINCIPAL ARTICLES OF FOOD, 1904 COMPARED WITH PREVIOUS YEARS.

Article.	Per cent of increase or decrease in 1904 compared with—						
	1890.	1891.	1892.	1893.	1894.	1895.	1896.
Apples, evaporated.....	- 9.0	-10.1	- 0.1	- 7.3	- 6.2	+ 1.8	+12.0
Beans, dry.....	+13.1	+10.0	+14.1	+11.2	+13.6	+16.2	+26.0
Beef, fresh, roasts and stews.....	+13.4	+12.8	+13.3	+13.9	+14.8	+14.4	+13.8
Beef, fresh, steaks.....	+14.8	+14.1	+14.2	+13.9	+15.5	+14.4	+14.0
Beef, salt.....	+11.1	+10.2	+ 8.8	+ 8.0	+ 9.5	+ 8.7	+ 8.5
Bread, wheat.....	+ 3.6	+ 3.6	+ 3.6	+ 3.8	+ 4.0	+ 4.2	+ 4.0
Butter.....	+ 9.9	+ 2.4	+ 2.1	- 5.5	+ 7.2	+12.4	+17.6
Cheese.....	+ 8.7	+ 7.1	+ 5.8	+ 5.5	+ 5.7	+ 8.3	+ 9.7
Chickens.....	+19.2	+16.1	+16.3	+15.8	+22.4	+22.7	+24.3
Coffee.....	-12.9	-12.7	-11.6	-12.4	-11.1	- 9.7	- 7.8
Corn meal.....	+21.5	+10.8	+15.5	+17.8	+18.9	+20.5	+27.9
Eggs.....	+30.1	+22.5	+22.6	+21.1	+35.9	+31.8	+41.1
Fish, fresh.....	+ 8.7	+ 8.3	+ 7.8	+ 7.8	+ 7.5	+ 8.1	+ 7.7
Fish, salt.....	+10.9	+ 9.8	+ 9.3	+ 8.0	+10.0	+12.9	+14.6
Flour, wheat.....	+ 9.3	+ 6.6	+14.1	+24.8	+35.2	+34.7	+29.3
Lard.....	+19.5	+17.5	+13.2	- 5	+ 9.7	+17.2	+26.8
Milk, fresh.....	+ 5.8	+ 5.8	+ 5.7	+ 5.0	+ 6.1	+ 6.3	+ 6.4
Molasses.....	- 7	+ 2.3	+ 2.8	+ 3.4	+ 3.7	+ 5.1	+ 5.4
Mutton and lamb.....	+13.3	+13.4	+13.0	+14.2	+16.7	+15.6	+15.6
Pork, fresh.....	+27.8	+25.6	+23.4	+15.9	+21.8	+24.4	+27.3
Pork, salt, bacon.....	+43.9	+42.8	+39.2	+26.5	+33.1	+38.7	+42.6
Pork, salt, dry or pickled.....	+32.0	+27.2	+25.2	+15.7	+21.7	+26.8	+31.7
Pork, salt, ham.....	+20.0	+19.2	+16.2	+ 8.3	+16.2	+19.8	+21.3
Potatoes, Irish.....	+11.0	+ 4.0	+26.8	+ 8.0	+18.2	+32.1	+57.5
Prunes.....	-31.8	-31.7	-29.9	-31.1	-21.1	-15.5	- 8.3
Rice.....	+ 3	- 9	+ 3	+ 3.3	+ 2.6	+ 2.8	+ 5.1
Sugar.....	-14.1	- 8	+ 5.9	+ 4	+ 8.6	+11.0	+ 5.5
Tea.....	+ 5.8	+ 5.4	+ 5.6	+ 5.7	+ 7.2	+ 7.4	+ 7.1
Veal.....	+16.9	+16.0	+15.5	+15.5	+17.0	+17.3	+16.1
Vinegar.....	- 3.9	- 6.3	- 3.7	- 6	- 9	.....	+ 1.7
All food, simple averages.....	+ 9.3	+ 7.9	+ 9.6	+ 7.2	+11.3	+13.6	+16.5
All food, weighted according to family consumption.....	+ 9.1	+ 7.6	+ 9.6	+ 7.0	+12.0	+14.2	+17.0

Article.	Per cent of increase or decrease in 1904 compared with—						
	1897.	1898.	1899.	1900.	1901.	1902.	1903.
Apples, evaporated.....	+13.0	+ 4.0	- 0.3	+ 4.2	+ 2.5	- 5.0	- 1.6
Beans, dry.....	+27.7	+21.8	+17.2	+ 6.2	+ 2.5	.....	- 1.1
Beef, fresh, roasts and stews.....	+12.5	+10.9	+ 8.8	+ 5.9	+ 1.9	- 4.9	- .3
Beef, fresh, steaks.....	+13.2	+11.2	+ 9.1	+ 6.6	+ 2.2	- 4.3	+ .4
Beef, salt.....	+ 7.3	+ 6.1	+ 4.9	+ 4.4	+ 2.1	- 6.6	- .5
Bread, wheat.....	+ 3.9	+ 4.1	+ 4.3	+ 4.2	+ 4.5	+ 4.5	+ 3.7
Butter.....	+17.1	+14.6	+11.6	+ 7.5	+ 5.6	- 2.2	- 1.6
Cheese.....	+ 8.5	+10.2	+ 4.9	+ 3.4	+ 4.0	+ .1	- 1.8
Chickens.....	+28.4	+24.7	+18.6	+19.7	+17.2	+ 6.6	+ 1.9
Coffee.....	- 3.0	+ .8	+ 1.4	+ .8	+ 1.2	+ 2.5	+ 2.8
Corn meal.....	+29.7	+27.9	+27.8	+24.7	+13.4	+ 2.3	+ .7
Eggs.....	+43.2	+36.1	+29.5	+31.0	+23.8	+ 9.9	+ 4.5
Fish, fresh.....	+ 8.1	+ 7.4	+ 7.7	+ 7.5	+ 6.4	+ 2.8	+ .6
Fish, salt.....	+17.3	+13.1	+11.5	+12.7	+10.7	+ 8.7	+ 3.0
Flour, wheat.....	+15.0	+11.6	+26.7	+27.1	+27.0	+26.3	+18.5
Lard.....	+30.6	+24.9	+20.8	+12.4	- .7	-12.7	- 7.4
Milk, fresh.....	+ 6.6	+ 6.9	+ 7.5	+ 6.4	+ 5.1	+ 2.9	+ .5
Molasses.....	+ 6.4	+ 6.2	+ 5.9	+ 1.8	+ 2.7	+ 1.9	+ .2
Mutton and lamb.....	+14.6	+13.6	+11.2	+ 8.0	+ 4.7	- .5	+ 1.3
Pork, fresh.....	+27.0	+25.8	+21.9	+15.1	+ 5.2	- 3.4	- 2.4
Pork, salt, bacon.....	+41.6	+37.6	+34.0	+25.7	+14.0	+ 1.7	- 1.4
Pork, salt, dry or pickled.....	+29.3	+26.9	+23.6	+16.8	+ 7.1	- 5.1	- 2.5
Pork, salt, ham.....	+20.6	+24.5	+19.4	+12.4	+ 7.4	- .8	- 2.4
Potatoes, Irish.....	+30.4	+15.1	+26.2	+29.7	+ 3.9	+ 3.7	+ 5.7
Prunes.....	- 5.6	- 7.8	- 6.5	- 4.1	- 3.6	- 4.6	- .7
Rice.....	+ 3.8	- .1	- .8	- .8	- 1.8	- 1.8	- 2.2
Sugar.....	+ 6.5	+ .6	+ .2	- 2.9	- 1.1	+ 6.1	+ 6.0
Tea.....	+ 7.4	+ 5.1	+ 1.3	+ .3	- .8	- 1.3	- .2
Veal.....	+15.6	+14.1	+11.4	+10.1	+ 6.2	+ .3	+ .5
Vinegar.....	+ 1.5	+ 1.0	+ .6	+ .4	.....	- .6	- .2
All food, simple averages.....	+15.9	+13.3	+12.0	+10.0	+ 5.8	+ .6	+ .6
All food, weighted according to family consumption.....	+16.0	+13.2	+12.3	+10.5	+ 6.2	+ .7	+ 1.3

The first line of this table shows that the 1904 price of evaporated apples was 9.0 per cent lower than the price in 1890, 10.1 per cent lower than the price in 1891, etc. The average prices of wheat bread, chickens, corn meal, eggs, fresh fish, salt fish, wheat flour, milk, potatoes, and veal were higher in 1904 than in any other year during the 15-year period.

The average price of eggs in 1904 was 30.1 per cent higher than the price in 1890, 22.5 per cent higher than in 1891, 22.6 per cent higher than in 1892, 21.1 per cent higher than in 1893, 35.9 per cent higher than in 1894, 31.8 per cent higher than in 1895, 41.1 per cent higher than in 1896, 43.2 per cent higher than in 1897, 36.1 per cent higher than in 1898, etc.

The simple average of the 30 articles of food and also the average for food weighted according to family consumption was higher in 1904 than in any other year during the period covered by this investigation. The average for food weighted according to family consumption was, in 1904, 9.1 per cent higher than in 1890, 7.6 per cent higher than in 1891, 9.6 per cent higher than in 1892, 7.0 per cent higher than in 1893, 12.0 per cent higher than in 1894, 14.2 per cent higher than in 1895, 17.0 per cent higher than in 1896, 16.0 per cent higher than in 1897, 13.2 per cent higher than in 1898, 12.3 per cent higher than in 1899, 10.5 per cent higher than in 1900, 6.2 per cent higher than in 1901, 0.7 per cent higher than in 1902, and 1.3 per cent higher than in 1903.

Certain of the articles included in this investigation are related to each other in such a way as to make a comparison of the course of prices of such articles very interesting. These groups of related articles are shown in the table which follows:

RELATIVE RETAIL PRICES IN THE UNITED STATES OF CERTAIN GROUPS OF RELATED ARTICLES OF FOOD, 1890 TO 1904.

[Average price for 1890-1899 = 100.0.]

Year.	Cattle products.			Dairy products.		
	Beef, fresh, roasts and stews.	Beef, fresh, steaks.	Beef, salt.	Milk, fresh.	Butter.	Cheese.
1890.....	99.5	98.8	97.5	100.5	99.2	98.8
1891.....	100.0	99.4	98.3	100.5	106.4	100.3
1892.....	99.6	99.3	99.5	100.6	106.8	101.5
1893.....	99.0	99.6	100.3	100.4	109.9	101.8
1894.....	98.3	98.2	98.9	100.2	101.7	101.6
1895.....	98.3	98.2	98.9	100.0	97.0	99.2
1896.....	98.6	99.1	99.6	99.9	92.7	97.9
1897.....	99.1	99.5	99.8	99.9	92.7	97.9
1898.....	100.3	100.2	100.9	99.7	93.1	97.5
1899.....	101.7	102.0	102.1	99.4	95.1	97.5
1899.....	103.7	103.9	103.2	98.9	97.7	102.4
1900.....	106.5	106.4	103.7	99.9	101.4	103.9
1901.....	110.7	111.0	106.1	101.1	103.2	103.3
1902.....	118.6	118.5	116.0	103.3	111.5	107.3
1903.....	113.1	112.9	108.8	105.8	110.8	109.4
1904.....	112.8	113.4	108.3	106.3	109.0	107.4

RELATIVE RETAIL PRICES IN THE UNITED STATES OF CERTAIN GROUPS OF RELATED ARTICLES OF FOOD, 1890 TO 1904—Concluded.

[Average price for 1890-1899=100.0.]

Year	Hog products.					Flour and bread.	
	Pork, fresh.	Pork, salt, bacon.	Pork, salt, dry or pickled.	Pork, salt, ham.	Lard.	Flour, wheat.	Bread, wheat.
1890.....	97.0	95.8	95.3	98.7	98.2	109.7	100.3
1891.....	98.7	96.6	98.9	99.3	99.8	112.5	100.3
1892.....	100.5	99.1	100.5	101.9	103.6	105.1	100.3
1893.....	107.0	109.0	108.7	109.3	117.9	96.1	100.1
1894.....	101.8	103.6	103.4	101.9	106.9	88.7	99.9
1895.....	99.7	99.4	99.2	98.8	100.1	89.0	99.7
1896.....	97.4	96.7	95.5	97.6	92.5	92.7	99.9
1897.....	97.6	97.4	97.3	98.2	89.8	104.3	100.0
1898.....	98.6	100.2	99.1	95.1	93.9	107.4	99.8
1899.....	101.7	102.9	101.8	99.2	97.1	94.6	99.6
1900.....	107.7	109.7	107.7	105.3	104.4	94.3	99.7
1901.....	117.9	121.0	117.5	110.2	118.1	94.4	99.4
1902.....	128.3	135.6	132.5	119.4	134.3	94.9	99.4
1903.....	127.0	139.8	129.0	121.3	126.7	101.2	100.2
1904.....	124.0	137.9	125.8	118.4	117.3	119.9	103.9

Under cattle products are shown the three articles, beef, fresh, roasts and stews; beef, fresh, steaks, and beef, salt. The price of each of these three articles was higher in 1891 than in 1890; that of the two descriptions of fresh beef was lower, and that of salt beef was higher in 1892 than in 1891; prices of roasts and stews were lower and of steaks and salt beef higher in 1893 than in 1892; all three of the articles show lower prices in 1894 than in 1893; in each year from 1895 to 1902, inclusive, the price of each of the three articles increased; all were lower in 1903 than in 1902; prices of roasts and stews and salt beef were lower and steaks higher in 1904 than in 1903.

In the group hog products, all of the 5 articles take the same course in each of the 6 years, 1891 to 1896; in 1897 all except lard were higher than in 1896; in 1898 all except salt ham were higher than in 1897; in each of the 4 years, 1899 to 1902, all of the 5 articles were higher than in the year immediately preceding; in 1903 fresh pork, dry or pickled pork, and lard were lower, while bacon and ham were higher than in 1902; in 1904 all were lower than in 1903.

In connection with this report on retail prices it is interesting to verify the truth of the statement which has often been made, that retail prices usually follow the wholesale but do not always vary in the same proportion. The table which follows shows the relative wholesale prices of food (simple averages of 53 articles from 1890 to 1892 and 1904, and of 54 articles from 1893 to 1903) and the relative retail prices of food (simple averages of 30 articles). The figures for wholesale prices are from Bulletin 57 of this Bureau.

The table follows:

RELATIVE WHOLESALE AND RETAIL PRICES OF FOOD IN THE UNITED STATES, 1890 TO 1904.

[AVERAGE PRICE FOR 1890 TO 1899 = 100.]



———— WHOLESALE PRICES. (SIMPLE AVERAGE OF 54 ARTICLES) - - - - - RETAIL PRICES. (SIMPLE AVERAGE OF 30 ARTICLES)

RELATIVE WHOLESALE AND RETAIL PRICES OF FOOD IN THE UNITED STATES, 1890 TO 1904.

[The wholesale prices are from Bulletin 57 of the Bureau of Labor and are simple averages of 53 articles from 1890 to 1892 and 1904, and of 54 articles from 1893 to 1903. The retail prices are simple averages, of 30 articles. Average price for 1890-1899=100.0.]

Year.	Relative wholesale prices of food.	Relative retail prices of food.	Year.	Relative wholesale prices of food.	Relative retail prices of food.
1890.....	112.4	102.1	1898.....	94.4	98.5
1891.....	115.7	103.4	1899.....	98.3	99.6
1892.....	103.6	101.8	1900.....	104.2	101.5
1893.....	110.2	104.1	1901.....	105.9	105.5
1894.....	99.8	100.3	1902.....	111.3	110.9
1895.....	94.6	98.2	1903.....	107.1	110.9
1896.....	83.8	95.8	1904.....	107.2	111.6
1897.....	87.7	96.3			

The facts presented in this table are clearly shown in the accompanying graphic table.

From this table it is seen that both wholesale and retail prices of food were higher in 1891 than in 1890, the wholesale, however, showing a much greater advance; both wholesale and retail prices were lower in 1892 than in 1891, the decline being much greater in wholesale than in retail; both were higher in 1893 than in 1892; both lower in 1894 than in 1893; both lower in 1895 than in 1894; both lower in 1896 than in 1895, the decline in wholesale being much greater than in retail; both were higher in each of the years from 1897 to 1902 than in the year immediately preceding; wholesale prices were lower in 1903 than in 1902, while retail prices remained on the same level; wholesale prices were slightly higher in 1904 than in 1903, while retail prices made a more marked advance.

No decided difference in the comparison is shown when articles for which prices not quoted in both the wholesale and retail price compilations are eliminated and the average prices of the 25 articles or groups of articles of food common to both the wholesale and retail price investigations made by this Bureau are used.

It will now be interesting to consider retail prices in connection with certain information secured from the detailed schedules of cost of living furnished by 2,567 families and published in the Eighteenth Annual Report of this Bureau. The total number of persons in the 2,567 families was 13,643. The table which follows shows, by geographical divisions, the total number of families reporting expenditures in detail, average size of family and average income, average

expenditure for all purposes, and average expenditure for food per family for the year 1901:

NUMBER OF FAMILIES, AVERAGE SIZE OF FAMILY, AVERAGE INCOME PER FAMILY, AVERAGE EXPENDITURE PER FAMILY FOR ALL PURPOSES, AND AVERAGE EXPENDITURE PER FAMILY FOR FOOD, BY GEOGRAPHICAL DIVISIONS, 1901.

Geographical division.	Families.	Average size of family.	Average income per family.	Average expenditure per family for all purposes.	Average expenditure per family for food.
North Atlantic States.....	1,415	5.25	\$834.83	\$778.04	\$338.10
South Atlantic States.....	219	5.30	762.78	700.62	298.64
North Central States.....	721	5.46	842.60	785.95	321.60
South Central States.....	122	5.65	715.46	690.11	292.68
Western States.....	90	4.69	891.82	751.46	308.53
United States.....	2,567	5.31	827.19	768.54	326.90

A marked difference in conditions is seen by comparing the geographical divisions. The average family income varied from \$715.46 in the South Central States to \$891.82 in the Western States. The average family expenditure for all purposes was \$690.11 in the South Central States and \$785.95 in the North Central States. The average family expenditure for food was \$292.68 in the South Central States and \$338.10 in the North Atlantic States.

The average expenditure for food, when compared with the average expenditure for all purposes, does not vary materially in the five divisions. In the North Atlantic States the average expenditure for food was 43.46 per cent of the average expenditure for all purposes; in the South Atlantic States, 42.63 per cent; in the North Central States, 40.92 per cent; in the South Central States, 42.41 per cent; in the Western States, 41.06 per cent, and in the United States, considered as a whole, 42.54 per cent.

The table which follows shows, for the 2,567 families reporting expenditures in detail, the average amount expended per family for each of the principal items entering into the cost of living, and also the per cent which the amount expended for each item is of the total family expenditure:

AVERAGE EXPENDITURE OF 2,567 FAMILIES FOR EACH OF THE PRINCIPAL ITEMS ENTERING INTO COST OF LIVING, AND PER CENT OF AVERAGE TOTAL EXPENDITURE, 1901.

Expenditure for—	Expenditure based on all families.	
	Average.	Per cent of total expenditure.
Food.....	\$326.90	42.54
Rent.....	99.49	12.95
Mortgage:		
Principal.....	\$ 8.15	1.06
Interest.....	3.98	.52
Fuel.....	32.23	4.19
Lighting.....	8.15	1.06

^a Including interest paid by 13 families.

^b Not including interest paid by 13 families, included in principal.

AVERAGE EXPENDITURE OF 2,567 FAMILIES FOR EACH OF THE PRINCIPAL ITEMS ENTERING INTO COST OF LIVING, AND PER CENT OF AVERAGE TOTAL EXPENDITURE, 1901—Concluded.

Expenditure for—	Expenditure based on all families.	
	Average.	Per cent of total expenditure.
Clothing:		
Husband.....	\$33.73	4.39
Wife.....	26.03	3.39
Children.....	48.08	6.26
Taxes.....	5.79	.75
Insurance:		
Property.....	1.53	.20
Life.....	19.44	2.53
Organizations:		
Labor.....	3.87	.50
Other.....	5.18	.67
Religious purposes.....	7.62	.99
Charity.....	2.39	.31
Furniture and utensils.....	26.31	3.42
Books and newspapers.....	8.35	1.09
Amusements and vacation.....	12.28	1.60
Intoxicating liquors.....	12.44	1.62
Tobacco.....	10.93	1.42
Sickness and death.....	20.54	2.67
Other purposes.....	45.13	5.87
Total.....	768.54	100.00

The following table shows for each of the geographical divisions and for the United States the average quantity per family of certain principal articles of food consumed in one year. These averages are based on all families from which detailed statements were secured in each geographical division.

AVERAGE QUANTITY PER FAMILY OF CERTAIN PRINCIPAL ARTICLES OF FOOD CONSUMED IN 1901, BY GEOGRAPHICAL DIVISIONS.

Article.	Unit.	North Atlantic States, 1,415 families.	South Atlantic States, 219 families.	North Central States, 721 families.	South Central States, 122 families.	Western States, 90 families.	United States, 2,567 families.
Fresh beef.....	lb.....	352.2	306.8	363.5	317.4	348.4	349.7
Salt beef.....	lb.....	75.3	9.4	21.3	3.5	3.8	48.6
Fresh hog products.....	lb.....	103.4	85.3	152.6	128.1	28.4	114.2
Salt hog products.....	lb.....	95.2	222.0	87.3	248.7	76.6	110.5
Other meat.....	lb.....	98.1	28.1	68.8	11.2	37.8	77.7
Poultry.....	lb.....	67.2	73.6	71.3	53.0	53.5	67.7
Fish.....	lb.....	98.9	66.1	56.5	39.5	57.5	79.9
Eggs.....	doz.....	85.8	90.6	88.3	85.0	39.8	85.2
Milk.....	qt.....	396.3	191.9	348.2	220.8	324.4	354.5
Butter.....	lb.....	118.9	102.1	124.0	88.9	108.9	117.1
Cheese.....	lb.....	15.9	15.2	17.4	18.9	3.8	16.0
Lard.....	lb.....	73.8	119.5	89.1	143.3	48.5	84.4
Tea.....	lb.....	12.9	8.2	8.5	4.9	5.6	10.6
Coffee.....	lb.....	38.5	60.7	57.5	71.4	25.2	46.8
Sugar.....	lb.....	282.8	240.4	253.1	245.8	267.2	268.5
Molasses.....	gal.....	3.2	4.6	3.4	6.2	4.0	3.6
Flour and meal.....	lb.....	624.0	851.8	718.2	979.5	452.3	680.8
Bread.....	loaf.....	310.2	197.0	165.6	199.8	255.2	252.7
Rice.....	lb.....	22.2	49.1	21.8	47.2	10.3	25.1
Potatoes.....	bu.....	13.8	11.1	18.3	13.3	10.3	14.7

From this table it is seen that 349.7 pounds was the average quantity per family of fresh beef consumed in the 2,567 families investigated. In the North Atlantic States the average quantity was 352.2

pounds; in the South Atlantic States, 306.8 pounds; in the North Central States, 363.5 pounds; in the South Central States, 317.4 pounds, and in the Western States, 348.4 pounds.

In the 5 divisions a great difference is seen in the consumption of salt beef. The average quantity consumed per family in the North Atlantic States was 75.3 pounds; in the South Atlantic States, 9.4 pounds; in the North Central States, 21.3 pounds; in the South Central States, 3.5 pounds, and in the Western States, 3.8 pounds. The average for the United States was 48.6 pounds.

Of the more important articles salt hog products show the greatest variation in quantity consumed per family. The average consumption of these products in the North Atlantic States was 95.2 pounds; in the South Atlantic States, 222 pounds; in the North Central States, 87.3 pounds; in the South Central States, 248.7 pounds, and in the Western States, 76.6 pounds. The average for the 2,567 families investigated was 110.5 pounds.

The average quantity of sugar consumed per family varied but little in the different localities. In the North Atlantic States it was 282.8 pounds; in the South Atlantic States, 240.4 pounds; in the North Central States, 253.1 pounds; in the South Central States, 245.8 pounds, and in the Western States, 267.2 pounds. The average for the 2,567 families was 268.5 pounds.

Another table shows the average cost per family of the principal articles of food consumed in one year. These averages are based on all families from which detailed statements were secured in each of the geographical divisions.

AVERAGE COST PER FAMILY OF THE PRINCIPAL ARTICLES OF FOOD CONSUMED IN 1901, BY GEOGRAPHICAL DIVISIONS.

Article.	North Atlantic States, 1,415 families.	South Atlantic States, 219 families.	North Central States, 721 families.	South Central States, 122 families.	Western States, 90 families.	United States, 2,567 families.
Fresh beef.....	\$54.27	\$41.08	\$46.06	\$37.84	\$54.13	\$50.05
Salt beef.....	8.18	1.13	2.20	.33	.66	5.26
Fresh hog products.....	12.83	10.48	18.39	15.60	4.04	14.02
Salt hog products.....	12.19	26.79	11.25	28.09	11.06	13.89
Other meat.....	12.26	3.86	8.68	1.40	5.35	9.78
Poultry.....	10.18	8.44	9.34	5.93	7.15	9.49
Fish.....	10.06	5.21	5.67	3.95	6.90	8.01
Eggs.....	18.44	15.55	15.24	13.20	11.01	16.79
Milk.....	24.29	13.02	19.67	12.25	20.46	21.32
Butter.....	29.77	25.76	28.48	21.74	31.81	28.76
Cheese.....	2.55	2.65	2.87	3.36	.69	2.62
Lard.....	8.15	12.72	10.34	14.31	5.44	9.35
Tea.....	6.33	4.40	4.22	2.69	3.43	5.30
Coffee.....	9.70	10.58	12.91	12.22	8.06	10.74
Sugar.....	16.67	14.15	14.63	15.70	14.49	15.76
Molasses.....	1.51	2.01	1.53	2.93	3.28	1.69
Flour and meal.....	16.24	21.10	16.47	22.68	8.85	16.76
Bread.....	15.41	9.34	8.11	9.55	11.93	12.44
Rice.....	1.94	2.77	1.92	3.70	.91	2.05
Potatoes.....	13.77	9.29	13.01	11.54	9.84	12.93
Other vegetables.....	16.08	20.75	22.03	16.62	35.41	18.85
Fruit.....	15.31	15.22	17.15	11.52	40.53	16.52
Vinegar, pickles, and condiments.....	4.06	3.21	4.80	4.41	1.49	4.12
Other food.....	17.91	19.13	26.63	21.12	11.61	20.40
Total.....	338.10	298.64	321.60	292.68	308.53	326.90

From this table it is seen that the average cost per family of the fresh beef consumed was \$54.27 in the North Atlantic States, \$41.08 in the South Atlantic States, \$46.06 in the North Central States, \$37.84 in the South Central States, and \$54.13 in the Western States. The average cost for the 2,567 families investigated was \$50.05. The average cost per family of salt hog products consumed was \$12.19 in the North Atlantic States, \$26.79 in the South Atlantic States, \$11.25 in the North Central States, \$28.09 in the South Central States, and \$11.06 in the Western States. The average for all families investigated was \$13.89.

The average cost of all food consumed during the year was \$338.10 in the North Atlantic States, \$298.64 in the South Atlantic States, \$321.60 in the North Central States, \$292.68 in the South Central States, and \$308.53 in the Western States.

The average expenditure for food in the families investigated in the North Atlantic States was 15.52 per cent above the average expenditure in the families investigated in the South Central States. The average expenditure for the 2,567 families in the United States was \$326.90.

From the table just shown another table has been computed, showing the relative importance, as measured by the average family expenditure, of the principal articles of food consumed in one year. For the purpose of computing the relative importance of the various articles, the total value of food consumed is considered equal to 10,000. The table follows:

RELATIVE IMPORTANCE OF THE PRINCIPAL ARTICLES OF FOOD CONSUMED IN 1901, BY GEOGRAPHICAL DIVISIONS.

[Total value of food consumed=10,000.]

Article.	North Atlantic States, 1,415 families.	South Atlantic States, 219 families.	North Central States, 721 families.	South Central States, 122 families.	Western States, 90 families.	United States, 2,567 families.
Fresh beef.....	1,605	1,375	1,432	1,293	1,754	1,531
Salt beef.....	242	38	68	11	21	161
Fresh hog products.....	379	351	572	533	131	429
Salt hog products.....	361	897	350	960	359	425
Other meat.....	363	129	270	48	173	299
Poultry.....	301	283	290	203	232	290
Fish.....	298	174	176	135	224	245
Eggs.....	545	521	474	451	357	514
Milk.....	718	436	612	418	663	652
Butter.....	881	863	886	743	1,031	880
Cheese.....	75	89	89	115	22	80
Lard.....	241	426	322	489	176	286
Tea.....	187	147	131	92	111	162
Coffee.....	287	354	401	417	261	328
Sugar.....	493	474	455	536	470	482
Molasses.....	45	67	48	100	106	52
Flour and meal.....	480	706	512	775	287	513
Bread.....	456	313	252	326	387	381
Rice.....	57	93	60	126	30	63
Potatoes.....	407	311	405	394	319	395
Other vegetables.....	476	695	685	568	1,148	577
Fruit.....	453	510	533	394	1,314	505
Vinegar, pickles, and condiments.....	120	107	149	151	48	126
Other food.....	530	641	828	722	376	624
Total.....	10,000	10,000	10,000	10,000	10,000	10,000

This table shows that upon the basis of the reported expenditures for food in the 2,567 families, the total value of food being represented by 10,000, fresh beef has a value of 1,531; salt beef, 161; fresh hog products, 429; salt hog products, 425; other meat, 299; poultry, 290; fish, 245; eggs, 514; milk, 652; butter, 880; cheese, 80; lard, 286; tea, 162; coffee, 328; sugar, 482; molasses, 52; flour and meal, 513; bread, 381; rice, 63; potatoes, 395; other vegetables, 577; fruit, 505; vinegar, pickles, and condiments, 126, and other food, 624. It should be understood that these figures of relative importance are based on the cost of the various articles; that is, for every \$100 spent for food, \$15.31 was spent for fresh beef, \$1.61 for salt beef, etc.

It is interesting to note that in the 2,567 families fresh hog products and salt hog products have almost equal importance, and that the two combined have almost exactly one-half the importance of fresh beef and salt beef combined. Eggs are practically equal in importance to flour and meal. Tea has one-half the importance of coffee, and sugar is almost equal in importance to the sum of tea and coffee. Butter is almost equal in importance to the sum of flour and meal and bread.

Marked differences in importance of the various articles are shown in the 5 groups of States. In the North Atlantic States fresh beef has a relative importance of 1,605; in the South Atlantic States, 1,375; in the North Central States, 1,432; in the South Central States, 1,293, and in the Western States, 1,754. The relative importance of salt beef is 11 in the South Central States, while in the North Atlantic States it is 242, or 22 times its importance in the South Central States.

The importance of salt hog products is 361 in the North Atlantic States, 897 in the South Atlantic States, 350 in the North Central States, 960 in the South Central States, and 359 in the Western States. The importance of sugar does not show a great difference; it is 493 in the North Atlantic States, 474 in the South Atlantic States, 455 in the North Central States, 536 in the South Central States, and 470 in the Western States.

By the use of this table a series of index numbers, or relative prices, has been computed in which the principal articles of food have been given the weight or importance shown in the preceding table, thus showing the course of retail prices from year to year when the various articles are weighted according to average family consumption.

Certain groupings of the articles for which retail prices were secured are necessary in order to bring them within the classification reported in the family budgets.

Fresh beef is represented by the two articles—one, roasts and stews, and the other, steaks; salt hog products by the three articles—salt *bacon*, dry or pickled pork, and salt ham; other meat by the two articles—*mutton* and lamb, and veal; poultry by the single article—

chickens; fish by fresh fish and salt fish; flour and meal by wheat flour and corn meal. However, in obtaining an average index number to be used in weighting by relative importance, wheat flour is given twice the importance of corn meal. It would be necessary to give wheat flour even a greater weight as compared with corn meal but for the fact that bread is considered separately from flour and meal. Fruit is represented by two articles only—evaporated apples and prunes—as it was impossible to secure complete series of prices of other descriptions of fruits. Vinegar, pickles, and condiments are represented by the single article—vinegar, retail prices not being obtainable for other articles of this class.

This list includes all articles for which retail prices were secured except beans. The groupings are as follows:

Fresh beef:	Cheese.
Roasts and stews.	Lard.
Steaks.	Tea.
Salt beef.	Coffee.
Fresh hog products:	Sugar.
Pork, fresh.	Molasses.
Salt hog products:	Flour and meal:
Pork, salt, bacon.	Flour, wheat (2).
Pork, salt, dry or pickled.	Corn meal (1).
Pork, salt, ham.	Bread.
Other meat:	Rice.
Mutton and lamb.	Potatoes.
Veal.	Fruit:
Poultry:	Apples, evaporated.
Chickens.	Prunes.
Fish:	Vinegar, pickles, and condiments:
Fresh.	Vinegar.
Salt.	Other food:
Eggs.	The same index as for total
Milk.	food, except meat.
Butter.	

The figures showing the relative importance of the various articles of food are based on the family consumption for 1901. There is no doubt that the relative importance of articles varied slightly from year to year, but no figures are available covering the 15 years, therefore the relative consumption of the various articles of food is considered the same for each of the years.

The method of computing the series of relative prices weighted according to family consumption, for each of the geographical divisions and for the United States considered as a whole, can best be explained by illustrating the process.

The following table is for the United States for the year 1904:

TABLE ILLUSTRATING THE METHOD OF COMPUTING THE RELATIVE RETAIL PRICE OF FOOD IN THE UNITED STATES IN 1904, THE VARIOUS ARTICLES BEING WEIGHTED ACCORDING TO AVERAGE CONSUMPTION IN 2,567 FAMILIES.

Article.	Relative importance.	Relative price.	Result.
Fresh beef.....	1,531	113.1	173,156.1
Salt beef.....	161	108.3	17,436.3
Fresh hog products.....	429	124.0	53,196.0
Salt hog products.....	425	127.4	54,145.0
Other meat.....	299	114.8	34,325.2
Total meat.....	2,845	116.8	332,258.6
Poultry.....	290	120.7	35,003.0
Fish.....	245	109.8	26,901.0
Eggs.....	514	130.9	67,282.6
Milk.....	652	106.3	69,307.6
Butter.....	880	109.0	95,920.0
Cheese.....	80	107.4	8,592.0
Lard.....	286	117.3	33,547.8
Tea.....	162	105.8	17,139.6
Coffee.....	328	91.8	30,110.4
Sugar.....	482	101.9	49,115.8
Molasses.....	52	104.0	5,408.0
Flour and meal.....	513	120.4	61,765.2
Bread.....	381	103.9	39,585.9
Rice.....	63	101.6	6,400.8
Potatoes.....	395	121.3	47,913.5
Fruit.....	505	89.4	45,147.0
Vinegar, pickles, and condiments.....	126	98.9	12,461.4
Total, except meat.....	5,954	109.4	651,601.6
Other food.....	624	109.4	68,265.6
Meat.....	2,845	116.8	332,258.6
Grand total.....	9,423	111.7	1,052,125.8

The sum of the numbers indicating the relative importance of the various kinds of meat is 2,845, the relative importance in family consumption of all meat. The sum of the results which were obtained by multiplying the relative price of each of the kinds of meat by the number indicating its relative importance is 332,258.6. Therefore, to obtain the relative price of the group, meat, for the United States in 1904, the sum of the results is divided by 2,845, the relative importance of the meat group. The quotient, 116.8, shows the relative price of the meat group in 1904 when weighted according to family consumption.

Each of the remaining 17 articles or classes of articles is taken up in the same way as were the several kinds of meat, the relative price for the United States in 1904 as shown in Table II being multiplied by the relative importance of the article, as shown in the table on page 167. For the group of 17 articles, comprised in "total, except meat," the relative price, 109.4, was found in the same way as was the relative price for all meat, the sum of the results, 651,601.6, being divided by 5,954, the sum of the numbers indicating relative importance. One other group, designated "other food," remains to be considered. As the various descriptions of meat most generally used and also a class, "other meat," were included in the total meat, it is

presumed that all meat was included in that total and that the food which in the family budgets was classed as "other food" must be more nearly related to the various articles considered in the group "total food, except meat," and therefore "other food" was given the same relative price as "total food, except meat."

The grand total of the numbers indicating relative importance was 9,423, and the sum of the results obtained by multiplying the relative price of each of the various articles considered by its relative importance was 1,052,125.8. The sum of the results divided by 9,423 is 111.7, the relative price of food for the United States in 1904 when the various articles are weighted according to the reported consumption in 2,567 families. The class "other vegetables" has a relative importance of 577, but it was impossible to collect retail prices of articles to represent properly this class for the 15 years, hence it was not practicable to include that class in this table, and therefore the grand total of relative importance, 9,423, lacks 577 of making the 10,000 total importance of food indicated in the table on page 167. That is, 94.23 per cent of the total food consumption per family is represented in this table.

It is interesting to see that the relative price for 1904, weighted according to family consumption and including 94.23 per cent of the total food consumption, differed but little from the simple average of the 30 articles of food shown on page 157, the weighted price being 111.7 and the simple average 111.6. It should not be understood that the 30 articles for which retail prices were secured and which are enumerated on page 149 comprise 94.23 per cent of the food consumed, but these articles represent groups or classes which do, according to the 2,567 family budgets, comprise 94.23 per cent of the food consumed.

The weighted relative price for the United States for each of the years from 1890 to 1903 was found in the same way as has been explained for 1904.

The same method was employed in computing the weighted relative prices for each of the 5 geographical divisions as for the United States. The relative importance of the various articles, or classes of articles, in the different divisions is shown in the table on page 167.

The table which follows shows for each of the 5 geographical divisions and for the United States the relative price of food for each year from 1890 to 1904. In the first column under each division is shown the simple average of the relative prices of the 30 articles, and in the second column under each division is shown the relative prices weighted according to the average consumption of the various articles of food in the families investigated in the States included in the division. The relative prices obtained by the two methods are presented

so that the reader can make such use or comparison of them as he desires. The table follows:

RELATIVE RETAIL PRICES OF FOOD, SIMPLE AND WEIGHTED AVERAGES, BY GEOGRAPHICAL DIVISIONS, 1890 TO 1904.

[Average price for 1890-1899 = 100.0.]

Year.	North Atlantic States.		South Atlantic States.		North Central States.		South Central States.		Western States.		United States.	
	Simple.	Weighted.	Simple.	Weighted.	Simple.	Weighted.	Simple.	Weighted.	Simple.	Weighted.	Simple.	Weighted.
1890.....	101.9	102.3	100.7	101.2	102.3	102.3	101.1	102.1	105.4	107.7	102.1	102.4
1891.....	102.9	103.2	101.5	102.1	104.1	104.5	102.9	103.6	106.2	108.7	103.4	103.8
1892.....	102.0	102.1	100.6	101.1	101.7	101.8	100.6	100.7	104.4	105.2	101.8	101.9
1893.....	104.3	104.4	102.1	103.2	105.0	105.4	102.9	103.5	102.7	102.9	104.1	104.4
1894.....	99.9	99.2	100.3	100.0	100.9	100.6	99.9	100.0	99.4	99.3	100.3	99.7
1895.....	98.2	97.7	99.5	98.7	98.3	98.0	98.2	98.1	97.3	96.7	98.2	97.8
1896.....	96.2	97.0	97.5	96.8	94.9	94.6	96.2	96.1	93.9	93.2	95.8	95.5
1897.....	96.9	96.9	97.8	97.1	95.3	95.6	97.2	97.3	94.2	92.7	96.3	96.3
1898.....	98.3	98.8	99.4	99.3	98.1	98.4	99.9	98.8	96.7	95.2	98.5	98.7
1899.....	99.3	99.5	100.0	100.5	99.4	98.9	101.0	99.9	99.8	98.5	99.6	99.5
1900.....	101.3	101.2	102.2	102.4	101.7	100.8	103.3	101.1	100.1	98.1	101.5	101.1
1901.....	104.4	104.7	105.6	105.9	106.7	106.1	108.1	105.9	102.0	99.9	105.5	105.2
1902.....	110.0	110.5	110.8	111.8	112.1	111.7	114.1	113.5	106.9	104.4	110.9	110.9
1903.....	110.4	110.1	110.1	111.2	112.0	111.0	114.0	113.5	108.1	103.7	110.9	110.3
1904.....	111.2	111.7	110.2	111.9	112.6	112.1	115.0	115.0	109.4	104.9	111.6	111.7

It is extremely interesting to compare the results under the two methods. In the North Atlantic States there is a difference of 0.4 in 1890, 0.3 in 1891, 0.1 in 1892, 0.1 in 1893, 0.7 in 1894, 0.5 in 1895, 0.8 in 1896, nothing in 1897, 0.5 in 1898, 0.2 in 1899, 0.1 in 1900, 0.3 in 1901, 0.5 in 1902, 0.3 in 1903, and 0.5 in 1904. The greatest difference in results obtained under the two methods is found in the Western States. In the United States, considered as a whole, there is a difference under the two methods of 0.3 in 1890, 0.4 in 1891, 0.1 in 1892, 0.3 in 1893, 0.6 in 1894, 0.4 in 1895, 0.3 in 1896, nothing in 1897, 0.2 in 1898, 0.1 in 1899, 0.4 in 1900, 0.3 in 1901, nothing in 1902, 0.6 in 1903, and 0.1 in 1904. This shows a difference of 0.6 in two years, of 0.4 in three years, of 0.3 in four years, of 0.2 in one year, of 0.1 in three years, and of nothing in two years.

The following table shows the average price per pound, dozen, quart, etc., in 1901, of various articles of food. One column shows the average price paid by the 2,567 families investigated in the United States, as reported by the housewife or other member of the family—that is, the average amount paid per family for each article was divided by the average quantity of the article consumed. Another column shows the average price computed from the reports obtained from the retail merchants. The average price shown for fresh beef in the last column, for instance, is the simple average of the prices quoted on the 614 schedules for fresh beef; the average for salt beef

is the simple average of the prices quoted on the 121 schedules for that article, etc. The table follows:

AVERAGE PRICE PER POUND, DOZEN, QUART, ETC., OF CERTAIN PRINCIPAL ARTICLES OF FOOD, 1901.

Article.	Unit.	Com- puted from 2,567 family budgets.	Com- puted from retail- price sched- ules.
Fresh beef.....	Pound..	\$0.1431	\$0.1470
Salt beef.....	Pound..	.1082	.0931
Fresh hog products.....	Pound..	.1223	.1300
Salt hog products.....	Pound..	.1257	.1457
Other meat.....	Pound..	.1259	.1430
Poultry.....	Pound..	.1402	.1529
Fish.....	Pound..	.1003	.1166
Eggs.....	Dozen..	.1971	.2194
Milk.....	Quart..	.0601	.0617
Butter.....	Pound..	.2156	.2644
Cheese.....	Pound..	.1638	.1634
Lard.....	Pound..	.1108	.1190
Tea.....	Pound..	.5000	.5455
Coffee.....	Pound..	.2295	.2445
Sugar.....	Pound..	.0587	.0587
Molasses.....	Gallon..	.4694	.5136
Flour and meal.....	Pound..	.0246	(e)
Bread.....	Loaf..	.0402	.0545
Rice.....	Pound..	.0817	.0837
Potatoes.....	Bushel..	.8796	.9908

a Flour, \$0.0250; corn meal, \$0.0230.

The average price per pound for fresh beef reported paid by the 2,567 families was \$0.1431; the simple average price from the 614 schedules for fresh beef secured from the retail merchants was \$0.1470. The average price per pound for salt beef reported in the family budgets was \$0.1082; the average from the 121 schedules for salt beef secured from the retail merchants was \$0.0931. In the family budget salt beef included dried beef, while the prices from retail merchants are for corned beef. The prices for the other articles can be compared by referring to the table.

It will be noticed that for all articles except four—salt beef, cheese, sugar, and flour and meal—the average price computed from the family budgets is less than the reports of retail merchants. In explanation of this difference, two suggestions may be offered. The first is, that when the price of any article of food advances there is a tendency on the part of the consumers to use some substitute for that article. Therefore, if an article is low for six months of the year and high for the remaining six months the greater quantity consumed by the family may have been purchased during the months when the price was low, thus producing a lower average for the year than would the simple average of 12 monthly quotations. A second suggestion is that prices secured from retail merchants were usually for some standard grade or brand of article, while in some families investigated it is no doubt true that articles of a lower grade were purchased at times.

The table which follows shows for 20 articles of food the amount which could have been bought for one dollar in each of the years 1890 to 1904.

The table is based on the average price reported paid by the 2,567 families in 1901, the quantities for the other years being calculated from the relative retail prices for each of the articles. Flour and meal were combined on the family budgets; therefore the average price reported for these two articles by the retail merchants was used in computing the number of pounds of each which could have been bought for one dollar.

No detailed description of the various articles can be given except that they were of the grade reported used by the 2,567 families reporting expenditures in detail.

The table follows:

AMOUNT OF VARIOUS ARTICLES OF FOOD OF THE GRADE USED BY THE 2,567 FAMILIES REPORTING EXPENDITURES IN DETAIL, WHICH COULD HAVE BEEN BOUGHT FOR ONE DOLLAR IN EACH YEAR FROM 1890 TO 1904.

[Based on the average price paid by the 2,567 families in 1901, and the course of retail prices.]

Year.	Fresh beef, pounds.	Salt beef, pounds.	Fresh pork, pounds.	Salt pork, pounds.	Poultry (chick-ens), pounds.	Fish, pounds.	Eggs, dozens.	Milk, quarts.	Butter, pounds.	Cheese, pounds.
1890	7.81	10.06	9.89	9.58	7.25	10.09	5.33	16.74	4.23	6.39
1891	7.78	9.97	9.72	9.41	7.06	10.02	5.01	16.74	3.95	6.29
1892	7.79	9.85	9.55	9.20	7.08	9.97	5.02	16.72	3.93	6.22
1893	7.81	9.77	9.97	8.49	7.05	9.91	4.96	16.76	3.82	6.20
1894	7.89	9.91	9.43	8.98	7.45	9.99	5.56	16.79	4.13	6.21
1895	7.84	9.84	9.63	9.33	7.46	10.15	5.40	16.82	4.33	6.36
1896	7.81	9.82	9.84	9.58	7.56	10.20	5.77	16.84	4.53	6.45
1897	7.73	9.72	9.83	9.48	7.81	10.35	5.86	16.87	4.51	6.38
1898	7.61	9.60	9.73	9.43	7.59	10.12	5.57	16.92	4.42	6.47
1899	7.47	9.50	9.44	9.13	7.21	10.07	5.30	17.01	4.30	6.16
1900	7.28	9.45	8.91	8.60	7.29	10.11	5.36	16.84	4.14	6.07
1901	6.99	9.24	8.14	7.96	7.13	9.97	5.07	16.64	4.07	6.11
1902	6.54	8.45	7.48	7.16	6.49	9.71	4.50	16.29	3.77	5.88
1903	6.86	9.01	7.56	7.12	6.20	9.35	4.28	15.90	3.79	5.77
1904	6.85	9.05	7.74	7.26	6.08	9.19	4.09	15.83	3.85	5.88

Year.	Lard, pounds.	Tea, pounds.	Coffee, pounds.	Sugar, pounds.	Molasses, gallons.	Flour, wheat, pounds.	Corn meal, pounds.	Bread, one-pound loaves.	Rice, pounds.	Potatoes, bushels.
1890	10.86	2.13	3.75	14.80	2.06	34.42	46.57	20.15	12.51	1.22
1891	10.69	2.13	3.76	17.09	2.12	33.56	42.45	20.15	12.36	1.14
1892	10.29	2.13	3.81	18.24	2.13	35.93	44.27	20.15	12.51	1.39
1893	9.05	2.13	3.77	17.29	2.14	39.29	45.17	20.19	12.87	1.19
1894	9.98	2.16	3.83	18.71	2.15	42.57	45.56	20.23	12.80	1.30
1895	10.65	2.17	3.89	19.12	2.18	42.43	46.20	20.27	12.82	1.45
1896	11.53	2.16	3.97	18.17	2.19	40.73	49.02	20.23	13.10	1.73
1897	11.88	2.17	4.18	18.34	2.21	36.20	49.70	20.21	12.94	1.43
1898	11.36	2.12	4.34	17.33	2.20	35.16	49.02	20.25	12.46	1.26
1899	10.98	2.04	4.37	17.25	2.20	39.92	48.97	20.29	12.37	1.39
1900	10.21	2.02	4.34	16.73	2.11	40.04	47.81	20.27	12.37	1.42
1901	9.03	2.00	4.36	17.04	2.13	40.00	43.48	20.33	12.24	1.14
1902	7.94	1.99	4.41	18.28	2.11	39.79	39.20	20.33	12.24	1.14
1903	8.42	2.01	4.43	18.26	2.08	37.31	38.58	20.17	12.19	1.16
1904	9.09	2.02	4.31	17.22	2.07	31.49	38.33	19.45	12.47	1.10

From this table it is seen that for one dollar 7.81 pounds of fresh beef (of the grade consumed by the 2,567 families investigated) could have been bought in 1890, 7.78 pounds in 1891, 7.79 pounds in 1892, 7.81 pounds in 1893, 7.89 pounds in 1894, 7.84 pounds in 1895, 7.81

pounds in 1896, 7.73 pounds in 1897, 7.61 pounds in 1898, 7.47 pounds in 1899, 7.28 pounds in 1900, 6.99 pounds in 1901, 6.54 pounds in 1902, 6.86 pounds in 1903, and 6.85 pounds in 1904.

The table which follows shows by geographical divisions the average food cost per family each year from 1890 to 1904. This table is based on the average food cost per family in 1901 as reported by the families investigated in each geographical division, and the course of retail prices of food as indicated by the relative prices weighted according to family consumption in that division.

In each of the divisions of States and in the United States as a whole it is considered in this table that the expenditure for each of the various articles bore the same relation to the total expenditure for food in each of the other years of the 15-year period covered by this investigation as in 1901.

The table follows:

AVERAGE FOOD COST PER FAMILY, BY GEOGRAPHICAL DIVISIONS, FOR EACH YEAR, 1890 TO 1904.

[Based on the average cost per family in 1901 and the course of retail prices of food as indicated by the relative prices weighted according to family consumption.]

Year.	North Atlantic States, 1,415 families.	South Atlantic States, 219 families.	North Central States, 721 families.	South Central States, 122 families.	Western States, 90 families.	United States, 2,567 families.
1890.....	\$330.35	\$282.72	\$310.08	\$279.54	\$332.61	\$318.20
1891.....	333.26	285.23	316.75	283.64	335.72	322.55
1892.....	329.70	282.44	308.57	275.71	324.90	316.65
1893.....	337.13	288.30	319.48	283.37	317.80	324.41
1894.....	320.34	279.36	304.93	273.79	306.68	309.81
1895.....	315.50	275.73	297.05	268.59	298.65	303.91
1896.....	313.23	270.42	286.74	263.11	287.84	296.76
1897.....	312.91	271.26	289.77	266.40	286.29	299.24
1898.....	319.05	277.41	298.26	270.50	294.01	306.70
1899.....	321.31	280.76	299.78	273.51	304.21	309.19
1900.....	326.80	286.07	305.54	276.80	302.97	314.16
1901.....	338.10	298.64	321.60	292.68	308.53	326.90
1902.....	355.83	312.33	338.57	310.75	322.43	344.61
1903.....	355.54	310.65	336.45	310.75	320.27	342.75
1904.....	360.70	312.61	339.79	314.86	323.97	347.10

From this table it is seen that in the North Atlantic States the average food cost per family (assuming that food was purchased in the same quantity each year, and that the expenditure for each of the various articles bore the same relation to the total expenditure for food in each of the years) was \$330.35 in 1890, \$333.26 in 1891, etc. The lowest cost was \$312.91 in 1897, and the highest was \$360.70 in 1904, a difference of \$47.79.

For the United States, considered as a whole, the average cost of food per family in 1890 was \$318.20. In 1896, the year of lowest prices, it fell to \$296.76; in 1904 it reached the highest point of the period, being \$347.10, a difference between 1896 and 1904 of \$50.34, or 17.0 per cent. The changes in the cost of living, as shown by this table, relate to food alone, representing 42.54 per cent of all family expenditures in the 2,567 families furnishing information.

For a comparison of the relative advance of retail prices of food and wages in the manufacturing and mechanical industries the reader is referred to the article on "Wages and hours of labor," pages 1 to 147 of this Bulletin. The increase in wages in many industries has exceeded the advance in food, but the **increased cost** of food has been felt by everyone and perhaps more keenly by those on salaries, as the general tendency is to advance employees on fixed salaries less rapidly than those employed by the day or week and whose services are contracted for at frequent intervals.

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904.

APPLES, EVAPORATED, PER POUND.

State and locality.	Description.	Average price.	
		1903.	1904.
ALABAMA.			
Birmingham.....	Apples, evaporated.....	\$0.1250	\$0.1250
Montgomery.....	Apples, evaporated.....	.1250	.1250
	Apples, evaporated.....	.1250	.1000
ARKANSAS.			
Little Rock.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1250	.1250
CALIFORNIA.			
Los Angeles.....	Apples, evaporated.....	.0967	.1000
	Apples, evaporated.....	.0800	.0800
Sacramento.....	Apples, evaporated, best.....	.0983	.1000
San Francisco.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1000	.1000
COLORADO.			
Denver.....	Apples, evaporated.....	.1000	.0833
	Apples, evaporated, best.....	.1250	.1250
CONNECTICUT.			
New Haven.....	Apples, evaporated.....	.1500	.1500
	Apples, evaporated.....	.1200	.1200
DELAWARE.			
Wilmington.....	Apples, evaporated.....	.0800	.0800
	Apples, evaporated.....	.0833	.0833
DISTRICT OF COLUMBIA.			
Washington.....	Apples, evaporated.....	.0800	.0800
	Apples, evaporated.....	.0800	.0800
	Apples, evaporated, medium.....	.1000	.1000
FLORIDA.			
Jacksonville.....	Apples, evaporated.....	.1250	.1250
	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1500	.1500
GEORGIA.			
Atlanta.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1146	.1000
ILLINOIS.			
Chicago.....	Apples, evaporated.....	.1250	.1125
	Apples, evaporated.....	.0984	.1000
	Apples, evaporated.....	.0975	.1000
Peoria.....	Apples, evaporated.....	.0933	.0933
	Apples, evaporated.....	.1000	.1000
INDIANA.			
Indianapolis.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.0800	.0800
IOWA.			
Des Moines.....	Apples, evaporated.....	.1250	.1250
	Apples, evaporated.....	.0833	.0833
Dubuque.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1000	.1000
KANSAS.			
Topeka.....	Apples, evaporated.....	.0875	.0861
	Apples, evaporated.....	.0931	.0875

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

APPLES, EVAPORATED, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
KENTUCKY.			
Covington.....	Apples, evaporated.....	\$0.0888	\$0.0781
Louisville.....	Apples, evaporated.....	.1000	.1000
LOUISIANA.			
New Orleans.....	Apples, evaporated.....	.0840	.0917
	Apples, evaporated.....	.1000	.1000
MAINE.			
Portland.....	Apples, evaporated.....	.1200	.1309
	Apples, evaporated, best.....	.1300	.1509
MARYLAND.			
Baltimore.....	Apples, evaporated.....	.1133	.1000
	Apples, evaporated.....	.1000	.1000
MASSACHUSETTS.			
Boston.....	Apples, evaporated, good.....	.1233	.1200
	Apples, evaporated, good.....	.1125	.1000
Fall River.....	Apples, evaporated.....	.1017	.1033
	Apples, evaporated.....	.1200	.1183
MICHIGAN.			
Detroit.....	Apples, evaporated.....	.0975	.0900
MINNESOTA.			
Duluth.....	Apples, evaporated.....	.1250	.1000
	Apples, evaporated.....	.0817	.0883
St. Paul.....	Apples, evaporated.....	.1150	.0933
	Apples, evaporated, Michigan.....	.0658	.0717
MISSOURI.			
Kansas City.....	Apples, evaporated.....	.0958	.0931
St. Louis.....	Apples, evaporated.....	.1033	.1000
	Apples, evaporated.....	.1050	.1000
	Apples, evaporated.....	.1100	.1083
MONTANA.			
Butte.....	Apples, evaporated.....	.1250	.1250
	Apples, evaporated.....	.1250	.1250
NEBRASKA.			
Omaha.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1250	.1250
NEW HAMPSHIRE.			
Manchester.....	Apples, evaporated.....	.1200	.1117
	Apples, evaporated.....	.0767	.0917
NEW JERSEY.			
Jersey City.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1000	.1000
Trenton.....	Apples, evaporated.....	.1200	.1000
	Apples, evaporated.....	.1200	.1200
	Apples, evaporated.....	.1200	.1200
NEW YORK.			
Albany.....	Apples, evaporated.....	.1000	.1000
Brooklyn.....	Apples, evaporated.....	.1200	.1200
Buffalo.....	Apples, evaporated.....	.1150	.1000
	Apples, evaporated.....	.0900	.0700
New York.....	Apples, evaporated.....	.1200	.1200
	Apples, evaporated.....	.1000	.1000
	Apples, evaporated, extra.....	.1200	.1200
	Apples, evaporated.....	.1200	.1200
NORTH CAROLINA.			
Winston-Salem.....	Apples, evaporated.....	.0900	.1000
OHIO.			
Cincinnati.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1067	.1154
	Apples, evaporated.....	.1000	.0900
Cleveland.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1000	.1000
OREGON.			
Portland.....	Apples, evaporated.....	.0833	.0833
	Apples, evaporated.....	.0833	.0833

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

APPLES, EVAPORATED, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
PENNSYLVANIA.			
Philadelphia.....	Apples, evaporated.....	\$0.1200	\$0.1200
	Apples, evaporated.....	.1000	.1000
Pittsburg.....	Apples, evaporated, best.....	.1000	.1000
	Apples, evaporated.....	.1000	.1000
Scranton.....	Apples, evaporated.....	.1200	.1200
	Apples, evaporated.....	.1250	.1250
RHODE ISLAND.			
Natick.....	Apples, evaporated.....	.1200	.1200
Providence.....	Apples, evaporated.....	.1200	.1200
	Apples, evaporated.....	.1500	.1292
	Apples, evaporated.....	.1117	.1183
SOUTH CAROLINA.			
Charleston.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1000	.1000
SOUTH DAKOTA.			
Sioux Falls.....	Apples, evaporated.....	.1000	.0900
	Apples, evaporated.....	.1000	.1000
TENNESSEE.			
Memphis.....	Apples, evaporated.....	.1204	.1167
	Apples, evaporated.....	.1000	.1000
Nashville.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.0833	.0833
TEXAS.			
Dallas.....	Apples, evaporated.....	.1250	.1250
	Apples, evaporated.....	.1250	.1250
San Antonio.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1000	.1000
UTAH.			
Salt Lake City.....	Apples, evaporated.....	.1250	.1250
	Apples, evaporated.....	.1250	.1250
VIRGINIA.			
Richmond.....	Apples, evaporated.....	.1167	.0933
	Apples, evaporated.....	.1000	.1000
WASHINGTON.			
Seattle.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1250	.1250
WISCONSIN.			
Milwaukee.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1000	.1000

BEANS, DRY, PER QUART.

ALABAMA.			
Birmingham.....	Navy.....	\$0.1250	\$0.1250
	Navy.....	.1250	.1250
ARKANSAS.			
Little Rock.....	Navy, sold by the pound.....	.1172	.1172
	Navy, sold by the pound.....	.1172	.1172
CALIFORNIA.			
Los Angeles.....	Navy, sold by the pound.....	.0750	.0750
	Pink, sold by the pound.....	.0688	.0750
Sacramento.....	White, best, sold by the pound.....	.0750	.0750
San Francisco.....	Navy, sold by the pound.....	.0750	.0750
	Pea.....	.1172	.1172
	Pea, sold by the pound.....	.0938	.0938
	Pink.....	.0716	.0781
COLORADO.			
Denver.....	Navy, sold by the pound.....	.0938	.0938
	Navy, sold in 5 and 6 pound lots.....	.0912	.0781
CONNECTICUT.			
New Haven.....	Pea.....	.1000	.1000
	Pea.....	.1000	.1000
DELAWARE.			
Wilmington.....	Navy.....	.1000	.1000
	Pea, small.....	.0800	.0800

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEANS, DRY, PER QUART—Continued.

State and locality.	Description.	Average price	
		1903.	1904.
DISTRICT OF COLUMBIA.			
Washington.....	Navy.....	\$0.1000	\$0.1000
	Pea.....	.1000	.1000
	Pea.....	.1150	.1000
FLORIDA.			
Jacksonville.....	Navy.....	.1000	.1000
	Navy or white.....	.1000	.1000
	Navy or white.....	.1000	.1000
GEORGIA.			
Atlanta.....	Boston.....	.1000	.1000
	Boston.....	.1000	.1000
	Navy.....	.0833	.0833
ILLINOIS.			
Chicago.....	Hand picked.....	.0800	.0800
	Hand picked.....	.1000	.1000
	Hand picked.....	.1000	.1000
Peoria.....	Navy, sold by the pound.....	.0742	.0938
	Navy, sold by the pound.....	.0938	.0938
INDIANA.			
Indianapolis.....	Navy.....	.0833	.0833
	Navy.....	.1000	.1000
IOWA.			
Des Moines.....	Navy, sold by the pound.....	.0938	.0938
	Navy, sold by the pound.....	.0750	.0750
Dubuque.....	Navy.....	.1000	.0833
	Navy, sold by the pound.....	.0938	.0938
KANSAS.			
Topeka.....	Navy, sold by the pound.....	.0938	.0938
	Navy, sold by the pound.....	.0938	.0938
KENTUCKY.			
Covington.....	Navy.....	.1000	.1000
Louisville.....	Navy, sold in 6-pound lots.....	.0938	.0797
LOUISIANA.			
New Orleans.....	Navy, sold by the pound.....	.0938	.0938
	Navy, sold by the pound.....	.0938	.0938
MAINE.			
Portland.....	Pea.....	.1000	.0917
	Pea.....	.1067	.0967
MARYLAND.			
Baltimore.....	New York State, hand picked.....	.1000	.1000
	New York State, hand picked.....	.1000	.1000
MASSACHUSETTS.			
Boston.....	Pea.....	.1200	.1067
	Pea.....	.1200	.1100
Fall River.....	Pea.....	.1000	.0917
	Pea.....	.0800	.0800
Lowell.....	White, New York State.....	.0900	.0858
MICHIGAN.			
Detroit.....	Navy.....	.0900	.0883
MINNESOTA.			
Duluth.....	Navy or pea, sold by the pound.....	.0938	.0938
	Navy or pea, sold by the pound.....	.0938	.0938
Minneapolis.....	Navy.....	.0850	.0792
St. Paul.....	Pea, Minnesota.....	.1083	.1000
MISSOURI.			
Kansas City.....	Navy, sold by the pound.....	.0938	.0813
	Navy, sold by the pound.....	.0938	.0938
St. Louis.....	Hand picked, sold by the pound.....	.1188	.1125
	Sold by the pound.....	.1000	.1125
	Sold by the pound.....	.1266	.1203
MONTANA.			
Butte.....	Navy, sold by the pound.....	.0938	.0938
	Navy, sold by the pound.....	.0938	.0938
NEBRASKA.			
Omaha.....	Navy, sold by the pound.....	.0938	.0938
	Navy, sold by the pound.....	.0938	.0938

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEANS, DRY, PER QUART—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
NEW HAMPSHIRE.			
Manchester.....	Navy.....	\$0.0900	\$0.0875
	Pea.....	.0975	.0892
NEW JERSEY.			
Jersey City.....	Navy.....	.1000	.1000
	Pea.....	.0800	.0800
Trenton.....	Navy.....	.1200	.1000
	Pea.....	.1200	.1000
	Pea.....	.1000	.1000
NEW YORK.			
Albany.....	Navy.....	.1000	.1000
Brooklyn.....	Pea.....	.1000	.1000
Buffalo.....	Navy.....	.1000	.1000
	Navy, sold by the pound.....	.0750	.0750
Jamaica.....	Medium.....	.1067	.0892
New York.....	Pea, sold by the pound.....	.0938	.0938
	White, marrow, New York State.....	.1200	.1200
	White, medium.....	.1200	.1200
	White, New York State.....	.1142	.1150
	White, New York State.....	.1000	.1000
West New Brighton.....	Pea, New York State.....	.1000	.1000
OHIO.			
Cincinnati.....	Beans, dry.....	.1067	.1133
	Navy.....	.1000	.1000
	Navy.....	.0875	.0742
Cleveland.....	Navy.....	.1000	.1000
	Navy.....	.1000	.1000
OREGON.			
Portland.....	Navy, sold by the pound.....	.0938	.0938
	Navy, sold by the pound.....	.0938	.0938
PENNSYLVANIA.			
Allegheny.....	Navy.....	.1000	.1000
Harrisburg.....	White, marrow.....	.1000	.1117
Philadelphia.....	Pea, sold by the pound.....	.0938	.0938
	Pea, sold by the pound.....	.0938	.0938
Pittsburg.....	Navy.....	.1000	.1000
	Navy.....	.1000	.1000
Scranton.....	Navy.....	.1000	.1000
	Navy.....	.1000	.1000
RHODE ISLAND.			
East Greenwich.....	Pea, New York State.....	.1000	.1000
Natick.....	Pea.....	.1000	.1000
Providence.....	Pea.....	.1000	.1000
	Pea.....	.0817	.0917
SOUTH CAROLINA.			
Charleston.....	Navy.....	.1000	.1000
	Navy.....	.1000	.1000
SOUTH DAKOTA.			
Sioux Falls.....	Navy, sold by the pound.....	.0938	.0938
	Navy, sold by the pound.....	.0938	.0938
TENNESSEE.			
Memphis.....	Navy.....	.1000	.1000
	Navy, sold by the pound.....	.0938	.0938
Nashville.....	Navy.....	.1000	.1000
	Navy, sold in 6-pound lots.....	.0938	.0938
TEXAS.			
Dallas.....	Navy, sold by the pound.....	.1172	.1172
	Navy, sold by the pound.....	.1172	.1172
San Antonio.....	Navy, sold by the pound.....	.0938	.0938
	Navy, sold by the pound.....	.0938	.0938
UTAH.			
Salt Lake City.....	Navy, sold by the pound.....	.0938	.0938
	Navy, sold by the pound.....	.0938	.0938
VIRGINIA.			
Richmond.....	Navy.....	.1000	.1000
	Navy.....	.1000	.1000
WASHINGTON.			
Seattle.....	Navy.....	.1000	.1000
	Navy.....	.1000	.1000
WISCONSIN.			
Milwaukee.....	Navy, sold by the pound.....	.0938	.0938
	Navy, sold by the pound.....	.0938	.0938

TABLE 1.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND.

State and locality.	Description.	Average price.		
		1903.	1904.	
ALABAMA.				
Birmingham.....	Chuck roast.....	\$0.1000	\$0.1000	
	Chuck roast.....	.1000	.1000	
	Chuck roast.....	.1000	.1000	
	Chuck roast.....	.1250	.1250	
	Rib roast.....	.1750	.1750	
Montgomery.....	Rib roast.....	.1800	.1800	
	Rib roast.....	.1500	.1500	
	Plate or brisket, stew.....	.0533	.0500	
	Plate or brisket, stew.....	.0708	.0700	
	Rib roast.....	.1351	.1250	
Arkansas.	Rib roast.....	.1183	.1500	
Little Rock.....	Chuck roast.....	.1000	.1000	
	Chuck roast.....	.1000	.1000	
	Chuck roast, home dressed.....	.0800	.0800	
	Rib roast.....	.1500	.1500	
	Rib roast.....	.1250	.1250	
California.	Rib roast, home dressed.....	.1000	.1000	
Los Angeles.....	Chuck roast.....	.1000	.1000	
	Chuck roast.....	.0800	.0800	
	Chuck roast.....	.1000	.1000	
	Rib roast.....	.1500	.1500	
	Rib roast.....	.1700	.1700	
Oakland.....	Rib roast, prime.....	.1800	.1800	
	Chuck roast.....	.1250	.1250	
	Rib roast, prime.....	.1500	.1500	
	Rib roast, prime, best.....	.1800	.1800	
	Chuck roast.....	.1000	.1000	
San Francisco.....	Chuck roast.....	.1000	.1000	
	Chuck roast.....	.1000	.1000	
	Chuck roast.....	.1250	.1250	
	Chuck roast.....	.1000	.1000	
	Rib roast.....	.1500	.1500	
Colorado.	Rib roast.....	.1500	.1500	
	Rib roast, prime.....	.1933	.1800	
	Rib roast, prime.....	.2000	.2000	
	Denver.....	Chuck roast.....	.0800	.0800
Chuck roast.....		.0675	.0675	
Plate, boiling.....		.0700	.0758	
Rib roast.....		.2000	.2000	
Rib roast, prime.....		.2117	.2117	
Leadville.....	Rib roast, prime.....	.1467	.1500	
	Shoulder, boiling.....	.0858	.0858	
CONNECTICUT.				
Bridgeport.....	Chuck roast, prime.....	.1142	.1100	
	Plate, stew.....	.0583	.0558	
	Rib roast, prime, first cut.....	.1092	.1800	
	Rib roast, prime, second cut.....	.1425	.1200	
	Rib roast.....	.2275	.2200	
Hartford.....	Rib roast.....	.1800	.1800	
	Chuck roast.....	.1183	.1167	
Middletown.....	Chuck roast.....	.1433	.1400	
	Rib roast, first cut.....	.1767	.1917	
	Rib roast, first cut.....	.2225	.2500	
	Chuck roast, best.....	.1250	.1267	
	Rib roast.....	.1900	.1967	
New Haven.....	Chuck roast, prime, short cut.....	.1283	.1333	
	Plate, prime, stew.....	.0800	.0800	
	Rib roast, prime, first cut.....	.2050	.2100	
	Rib roast, prime, second cut.....	.1400	.1433	
	Chuck roast, best.....	.1483	.1608	
DELAWARE.				
Wilmington.....	Chuck roast.....	.1300	.1258	
	Rib roast, best cut.....	.1033	.1750	
DISTRICT OF COLUMBIA.				
Washington.....	Chuck roast.....	.1250	.1250	
	Chuck roast.....	.1250	.1250	
	Chuck roast.....	.1000	.1042	
	Rib roast.....	.1500	.1500	
	Rib roast.....	.1833	.1833	
	Rib roast, prime.....	.1500	.1500	

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
FLORIDA.			
Jacksonville.....	Chuck roast.....	\$. 1250	\$. 1250
	Chuck roast.....	.0633	.0925
	Chuck roast.....	.1000	.1000
	Cuck roast, home dressed.....	.1000	.1000
	Chuck roast, Western.....	.1000	.1000
	Rib roast.....	.2000	.2000
	Rib roast.....	.1808	.1800
	Rib roast.....	.2000	.2000
	Rib roast, home dressed.....	.1250	.1250
	Rib roast, Western.....	.1500	.1500
GEORGIA.			
Atlanta.....	Chuck roast.....	.1000	.1000
	Chuck roast.....	.1250	.1250
	Chuck roast.....	.1000	.1000
	Rib roast.....	.1250	.1250
	Rib roast.....	.1967	.1867
	Rib roast.....	.1771	.1604
	Stew.....	.0633	.0633
Columbus.....	Stew.....	.0608	.0542
	Rib roast.....	.1250	.1250
ILLINOIS.			
Chicago.....	Chuck roast.....	.0750	.0633
	Chuck roast.....	.1017	.1025
	Chuck roast.....	.1000	.1000
	Rib roast.....	.1058	.0917
	Rib roast.....	.1200	.0992
	Rib roast.....	.1300	.1333
	Rib roast.....	.1200	.1000
	Rib roast.....	.1250	.1313
	Chuck roast.....	.0883	.0800
Peoria.....	Chuck roast.....	.0975	.0817
	Chuck roast.....	.0625	.0604
	Rib roast.....	.1100	.1000
	Rib roast.....	.1067	.0900
	Rib roast.....	.1067	.1167
INDIANA.			
Indianapolis.....	Chuck roast.....	.1250	.1250
	Chuck roast.....	.1067	.1083
	Chuck roast.....	.1000	.1000
	Rib roast.....	.1500	.1500
	Rib roast.....	.1067	.1083
	Rib roast.....	.1250	.1250
	Rib roast.....	.1000	.1146
	Rib roast.....	.1125	.1133
Terre Haute.....	Rump roast.....	.1125	.1133
	Short rib roast.....	.1250	.1396
	Short rib roast.....	.1500	.1500
IOWA.			
Des Moines.....	Chuck roast.....	.0817	.0817
	Chuck roast.....	.1000	.1000
	Chuck roast.....	.0725	.0725
	Rib roast.....	.1525	.1525
	Rib roast.....	.1833	.1900
	Rib roast.....	.1146	.1146
	Chuck roast.....	.0933	.0933
Dubuque.....	Chuck roast.....	.1042	.1000
	Rib roast.....	.1500	.1500
	Rib roast.....	.1250	.1250
KANSAS.			
Topeka.....	Chuck roast.....	.0903	.0889
	Chuck roast.....	.0958	.0958
	Chuck roast.....	.0931	.0917
	Rib roast.....	.1375	.1375
	Rib roast.....	.1417	.1417
KENTUCKY.	Rib roast.....	.1354	.1375
	Neck or plate, stew.....	.0642	.0575
	Rib roast.....	.1250	.1250
	Chuck roast.....	.0900	.0800
	Chuck roast.....	.0892	.0892
	Rib roast.....	.1288	.1183
	Rib roast.....	.1325	.1325
	Roast.....	.1400	.1350
	Roast.....	.1200	.1200
Covington.....			
Louisville.....	Chuck roast.....	.0900	.0800
	Chuck roast.....	.0892	.0892
	Rib roast.....	.1288	.1183
	Rib roast.....	.1325	.1325
	Roast.....	.1400	.1350

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1901.
LOUISIANA.			
New Orleans.....	Chuck roast.....	\$0.0900	\$0.0900
	Chuck roast.....	.0900	.0900
	Chuck roast.....	.0900	.0900
	Rib roast.....	.1500	.1500
	Rib roast.....	.1800	.1800
	Rib roast.....	.1500	.1500
MAINE.			
Lewiston.....	Soup meat.....	.0700	.0700
Portland.....	Chuck roast.....	.0975	.0983
	Chuck roast.....	.0983	.1050
	Rib roast.....	.1533	.1583
	Rib roast.....	.1583	.1617
MARYLAND.			
Baltimore.....	Brisket roast.....	.0500	.0500
	Chuck roast.....	.1325	.1325
	Chuck roast.....	.0900	.0900
	Chuck roast.....	.1000	.1000
	Plate or top rib, roast.....	.0700	.0700
	Rib roast.....	.1683	.1642
	Rib roast, back cut.....	.1050	.1067
	Rib roast, first cut.....	.1525	.1300
	Rib roast, prime, first cut.....	.1750	.1800
MASSACHUSETTS.			
Boston.....	Chuck roast.....	.1000	.1117
	Chuck roast.....	.1000	.1167
	Chuck roast.....	.1000	.0933
	Rib roast.....	.1950	.1950
	Rib roast.....	.2067	.2108
	Rib roast, Western.....	.2067	.2033
Chelsea.....	Rib roast, first cut.....	.1933	.1950
Fall River.....	Chuck roast.....	.0833	.0925
	Chuck roast, medium.....	.0867	.0867
	Rib roast.....	.1300	.1300
	Rib roast.....	.2067	.2000
	Sirloin roast.....	.2667	.2767
Malden.....	Rump roast.....	.1808	.1950
	Standing, rib roast.....	.1833	.1800
MICHIGAN.			
Detroit.....	Boiling.....	.0767	.0700
	Chuck roast.....	.0900	.0896
	Chuck roast.....	.0900	.0900
	Rib roast.....	.1142	.1133
	Rib roast.....	.1100	.1100
Grand Rapids.....	Rib roast.....	.1213	.1300
	Rib roast.....	.1325	.1125
	Rib roast, first grade.....	.1467	.1400
Wyandotte.....	Boiling.....	.0900	.0850
MINNESOTA.			
Duluth.....	Chuck roast.....	.1129	.1121
	Chuck roast.....	.1000	.1000
	Rib roast.....	.1363	.1375
	Rib roast, best.....	.1500	.1500
	Boiling.....	.0500	.0500
Minneapolis.....	Chuck roast.....	.0883	.0883
	Chuck roast.....	.0800	.0800
	Rib roast.....	.1354	.1500
	Rib roast, choice, best cut.....	.1700	.1438
	Boiling.....	.0500	.0517
St. Paul.....	Chuck roast.....	.0883	.1025
	Rib roast.....	.1325	.1658
MISSOURI.			
Kansas City.....	Chuck roast.....	.0918	.0931
	Chuck roast.....	.1000	.0875
	Rib roast.....	.1458	.1550
	Rib roast.....	.1500	.1567
St. Louis.....	Boiling.....	.1083	.0903
	Boiling.....	.0917	.0900
	Chuck roast.....	.1250	.1338
	Chuck roast.....	.1263	.1288
	Chuck roast.....	.1263	.1333
	Chuck roast, medium.....	.1233	.1229
	Rib roast.....	.1500	.1583
	Rib roast.....	.1500	.1587
	Rib roast, prime.....	.1396	.1396
	Rib roast, prime.....	.1583	.1600

TABLE I. - RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MONTANA.			
Butte.....	Chuck roast.....	\$0.0731	\$0.0708
	Chuck roast.....	.0742	.0717
	Rib roast.....	.1121	.1333
	Rib roast.....	.1125	.1333
NEBRASKA.			
Omaha.....	Chuck roast.....	.0819	.0814
	Chuck roast.....	.0830	.0800
	Chuck roast.....	.0875	.0875
	Rib roast.....	.1354	.1458
	Rib roast.....	.1148	.1125
NEW HAMPSHIRE.			
Concord.....	Chuck roast, best cut.....	.0800	.0800
	Rib roast, best, first cut.....	.1682	.1608
	Rib roast, best, second cut.....	.1408	.1342
	St loin roast, best.....	.2507	.2500
Dover.....	Rib roast, prime, first cut.....	.1367	.1508
	Rib roast, prime, second cut.....	.1300	.1150
	St loin roast, prime, best.....	.2317	.2033
Manchester.....	Chuck roast.....	.1400	.1400
	Chuck roast.....	.1000	.1017
	Rib roast.....	.2000	.2000
	Rib roast, prime, first cut.....	.1400	.1400
NEW JERSEY.			
Bayonne.....	Blade roast.....	.1400	.1417
	Chuck roast.....	.1200	.1233
	Rib roast, best cut.....	.1600	.1650
Bridgeton.....	Rib roast, prime.....	.1867	.1800
Camden.....	Chuck roast, home dressed.....	.1200	.1233
Elizabeth.....	Rib roast, prime, best cut, home dressed.....	.1650	.1817
	Blade roast.....	.1600	.1675
	Chuck roast.....	.1200	.1292
Jersey City.....	Rib roast, prime.....	.2200	.2217
	Chuck roast.....	.1000	.1017
	Chuck roast.....	.1250	.1325
Newark.....	Rib roast.....	.1200	.1217
	Rib roast.....	.1800	.1917
	Chuck, best.....	.1100	.1258
Paterson.....	Rib roast, best.....	.1883	.1917
Trenton.....	Chuck roast.....	.1250	.1313
	Chuck roast.....	.1200	.1275
	Chuck roast.....	.1200	.1250
	Rib roast.....	.1600	.1700
	Rib roast.....	.1600	.1700
NEW YORK.			
Albany.....	Chuck roast.....	.1400	.1400
Brooklyn.....	Rib roast.....	.1667	.1800
	Rib roast.....	.1867	.1817
Buffalo.....	Rib roast, prime.....	.2117	.2000
	Chuck roast.....	.1067	.1000
	Chuck roast.....	.1000	.0883
	Chuck roast.....	.1058	.1092
	Chuck roast, best.....	.1133	.1133
	Chuck roast, best.....	.0975	.0950
	Chuck roast, medium.....	.0775	.0750
	Chuck roast, first grade.....	.1067	.1067
	Chuck roast, second grade.....	.0867	.0867
	Rib roast.....	.1258	.1200
	Rib roast, prime.....	.1500	.1533
	Rib roast, first grade.....	.1517	.1517
	Rib roast, first grade.....	.1533	.1533
	Rib roast, first grade.....	.1467	.1575
	Rib roast, second grade.....	.1317	.1317
Rib roast, second grade.....	.1183	.1288	
College Point.....	Chuck roast.....	.1200	.1150
Flushing.....	Rib roast.....	.1850	.1925
New York.....	Chuck roast.....	.1200	.1200
	Pot roast.....	.1200	.1200
	Rib roast.....	.1400	.1480
	Rib roast, prime.....	.1950	.2033
	Rib roast, prime.....	.1758	.1883
	Rump roast.....	.1600	.1603
	Soup meat.....	.1150	.1142
	Soup meat.....	.0950	.1033

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
NEW YORK—concluded.			
Rochester.....	Chuck roast.....	\$0.0867	\$0.0800
	Plate.....	.0433	.0433
	Rib roast, prime.....	.1288	.1400
Syracuse.....	Chuck roast, prime.....	.1400	.1400
	Rib roast, prime, best cut.....	.2200	.2150
	Rib roast, prime, second cut.....	.1917	.1950
Tompkinsville.....	Chuck roast, choice, best cut, Western.....	.1200	.1400
	Chuck roast, choice, Western.....	.1000	.1117
	Rib roast, choice, Western.....	.1600	.1600
NORTH CAROLINA.			
Durham.....	Chuck roast.....	.1250	.1250
	Loin roast.....	.1500	.1500
Winston-Salem.....	Loin roast, choice.....	.1500	.1500
	Rib roast, prime.....	.1510	.1354
OHIO.			
Cincinnati.....	Chuck roast.....	.0942	.0842
	Chuck, boiling.....	.0850	.0800
	Chuck roast.....	.0800	.0800
	Chuck roast.....	.1288	.1250
	Rib roast.....	.1250	.1375
	Rib roast, best.....	.1500	.1500
	Rib roast, medium.....	.1500	.1363
	Rib roast, medium.....	.1499	.1400
	Rib roast, prime.....	.1500	.1375
	Stew.....	.0800	.0700
Cleveland.....	Chuck roast.....	.0800	.0825
	Chuck roast.....	.1250	.1250
	Chuck roast.....	.1142	.1142
	Chuck roast, prime.....	.1200	.1183
	Neck, boiling.....	.0800	.0750
	Neck, boiling.....	.0758	.0758
	Plate, prime.....	.0567	.0600
	Plate, stew.....	.0800	.0800
	Rib roast.....	.1250	.1250
	Rib roast, not trimmed.....	.1200	.1200
	Rib roast, prime.....	.1600	.1600
	Rib roast, prime.....	.1500	.1475
	Rib roast, prime.....	.1600	.1600
	Rib roast, prime.....	.1542	.1542
	Sirloin roast, prime.....	.1800	.1800
Columbus.....	Chuck, boiling.....	.0700	.0700
	Chuck roast.....	.1000	.1100
	Plate.....	.0600	.0600
	Rib roast.....	.1800	.1800
Hamilton.....	Brisket or neck, boiling.....	.0800	.0800
	Chuck roast.....	.1100	.1147
Springfield.....	Neck, flank, or soft rib, boiling.....	.0917	.0875
	Rib roast.....	.1146	.1083
OREGON.			
Portland.....	Chuck roast.....	.0900	.0900
	Chuck roast.....	.0900	.0900
	Chuck roast.....	.0800	.0800
	Rib roast.....	.1500	.1500
	Rib roast.....	.1500	.1500
	Rib roast.....	.1250	.1250
PENNSYLVANIA.			
Allegheny.....	Chuck.....	.1250	.1250
Allentown.....	Chuck roast, first cut.....	.1267	.1067
Bethlehem.....	Chuck roast, first cut.....	.1300	.1200
Chester.....	Brisket roast.....	.0500	.0500
	Chuck roast.....	.1175	.1200
	Chuck roast, first cut.....	.1250	.1325
	Rib roast.....	.1700	.1700
Harrisburg.....	Chuck roast.....	.1200	.1100
	Plate stew.....	.1000	.0833
	Rib roast.....	.1900	.1800
Lancaster.....	Brisket roast.....	.0800	.0800
	Chuck roast, best.....	.1233	.1233
	Chuck roast, neck.....	.1083	.1000
	Rib roast, first cut.....	.1683	.1650
	Rib roast, second cut.....	.1442	.1400
Philadelphia.....	Chuck roast.....	.1217	.1200
	Chuck roast.....	.1283	.1150
	Chuck roast.....	.1200	.1300
	Chuck roast.....	.1200	.1117

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MONTANA.			
Butte.....	Chuck roast.....	\$0.0731	\$0.0708
	Chuck roast.....	.0742	.0717
	Rib roast.....	.1121	.1333
	Rib roast.....	.1125	.1333
NEBRASKA.			
Omaha.....	Chuck roast.....	.0810	.0814
	Chuck roast.....	.0830	.0800
	Chuck roast.....	.0875	.0875
	Rib roast.....	.1354	.1458
	Rib roast.....	.1146	.1125
Rib roast.....	.1313	.1375	
NEW HAMPSHIRE.			
Concord.....	Chuck roast, best cut.....	.0900	.0800
	Rib roast, best, first cut.....	.1092	.1008
	Rib roast, best, second cut.....	.1408	.1342
	Sirloin roast, best.....	.2500	.2500
Dover.....	Rib roast, prime, first cut.....	.1567	.1508
	Rib roast, prime, second cut.....	.1300	.1150
	Sirloin roast, prime, best.....	.2317	.2034
	Chuck roast.....	.1400	.1400
Manchester.....	Chuck roast.....	.1000	.1017
	Rib roast.....	.2000	.2000
	Rib roast, prime, first cut.....	.1400	.1400
	Rib roast, prime, second cut.....	.1200	.1217
NEW JERSEY.			
Bayonne.....	Blade roast.....	.1400	.1417
	Chuck roast.....	.1230	.1233
	Rib roast, best cut.....	.1690	.1650
	Rib roast, prime.....	.1667	.1600
Bridgeton.....	Chuck roast, home dressed.....	.1280	.1233
Camden.....	Rib roast, prime, best cut, home dressed.....	.1650	.1817
	Blade roast.....	.1690	.1675
Elizabeth.....	Chuck roast.....	.1200	.1292
	Rib roast, prime.....	.2200	.2317
Jersey City.....	Chuck roast.....	.1000	.1017
	Chuck roast.....	.1250	.1325
	Rib roast.....	.1200	.1217
	Rib roast.....	.1800	.1917
Newark.....	Chuck, best.....	.1100	.1258
	Rib roast, best.....	.1883	.1917
Paterson.....	Chuck roast.....	.1250	.1313
Trenton.....	Chuck roast.....	.1200	.1275
	Chuck roast.....	.1200	.1250
	Rib roast.....	.1600	.1700
	Rib roast.....	.1600	.1700
NEW YORK.			
Albany.....	Chuck roast.....	.1400	.1400
	Rib roast.....	.1667	.1800
Brooklyn.....	Rib roast.....	.1807	.1817
	Rib roast, prime.....	.2117	.2000
Buffalo.....	Chuck roast.....	.1067	.1000
	Chuck roast.....	.1000	.0883
	Chuck roast.....	.1058	.1092
	Chuck roast, best.....	.1133	.1133
	Chuck roast, best.....	.0975	.0950
	Chuck roast, medium.....	.0775	.0750
	Chuck roast, first grade.....	.1067	.1067
	Chuck roast, second grade.....	.0867	.0867
	Rib roast.....	.1238	.1200
	Rib roast, prime.....	.1500	.1533
	Rib roast, first grade.....	.1517	.1517
	Rib roast, first grade.....	.1533	.1533
Rib roast, first grade.....	.1467	.1575	
Rib roast, second grade.....	.1317	.1317	
Rib roast, second grade.....	.1183	.1288	
College Point.....	Chuck roast.....	.1200	.1150
Flushing.....	Rib roast.....	.1850	.1925
New York.....	Chuck roast.....	.1200	.1200
	Pot roast.....	.1200	.1200
	Rib roast.....	.1400	.1480
	Rib roast, prime.....	.1953	.2033
	Rib roast, prime.....	.1758	.1883
	Rump roast.....	.1600	.1600
	Soup meat.....	.1150	.1142
	Soup meat.....	.0950	.1033
	Soup meat.....		
	Soup meat.....		

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
NEW YORK—concluded.			
Rochester.....	Chuck roast.....	\$0.0867	\$0.0800
	Plate.....	.0433	.0433
	Rib roast, prime.....	.1288	.1400
Syracuse.....	Chuck roast, prime.....	.1400	.1400
	Rib roast, prime, best cut.....	.2200	.2150
	Rib roast, prime, second cut.....	.1917	.1950
Tompkinsville.....	Chuck roast, choice, best cut, Western.....	.1200	.1400
	Chuck roast, choice, Western.....	.1000	.1117
	Rib roast, choice, Western.....	.1600	.1600
NORTH CAROLINA.			
Durham.....	Chuck roast.....	.1250	.1250
	Loin roast.....	.1500	.1500
Winston-Salem.....	Loin roast, choice.....	.1500	.1500
	Rib roast, prime.....	.1500	.1354
OHIO.			
Cincinnati.....	Chuck roast.....	.0942	.0842
	Chuck, boiling.....	.0800	.0800
	Chuck roast.....	.0800	.0800
	Chuck roast.....	.1288	.1250
	Rib roast.....	.1250	.1375
	Rib roast, best.....	.1500	.1500
	Rib roast, medium.....	.1500	.1363
	Rib roast, medium.....	.1400	.1400
	Rib roast, prime.....	.1500	.1375
	Stew.....	.0800	.0700
Cleveland.....	Chuck roast.....	.0800	.0825
	Chuck roast.....	.1250	.1250
	Chuck roast.....	.1142	.1142
	Chuck roast, prime.....	.1200	.1183
	Neck, boiling.....	.0800	.0750
	Neck, boiling.....	.0753	.0753
	Plate, prime.....	.0567	.0600
	Plate, stew.....	.0800	.0800
	Rib roast.....	.1250	.1250
	Rib roast, not trimmed.....	.1200	.1200
	Rib roast, prime.....	.1600	.1600
	Rib roast, prime.....	.1500	.1475
	Rib roast, prime.....	.1600	.1600
	Rib roast, prime.....	.1542	.1542
	Sirloin roast, prime.....	.1800	.1800
Columbus.....	Chuck, boiling.....	.0700	.0700
	Chuck roast.....	.1000	.1100
	Plate.....	.0600	.0600
	Rib roast.....	.1800	.1800
Hamilton.....	Brisket or neck, boiling.....	.0800	.0800
	Chuck roast.....	.1100	.1147
Springfield.....	Neck, flank, or soft rib, boiling.....	.0917	.0875
	Rib roast.....	.1146	.1083
OREGON.			
Portland.....	Chuck roast.....	.0900	.0900
	Chuck roast.....	.0900	.0900
	Chuck roast.....	.0800	.0800
	Rib roast.....	.1500	.1500
	Rib roast.....	.1500	.1500
	Rib roast.....	.1250	.1250
PENNSYLVANIA.			
Allegheny.....	Chuck.....	.1250	.1250
Allentown.....	Chuck roast, first cut.....	.1267	.1067
Bethlehem.....	Chuck roast, first cut.....	.1300	.1200
Chester.....	Brisket roast.....	.0500	.0500
	Chuck roast.....	.1175	.1200
	Chuck roast, first cut.....	.1250	.1325
	Rib roast.....	.1700	.1700
Harrisburg.....	Chuck roast.....	.1200	.1100
	Plate stew.....	.1000	.0833
	Rib roast.....	.1900	.1800
Lancaster.....	Brisket roast.....	.0800	.0800
	Chuck roast, best.....	.1233	.1233
	Chuck roast, neck.....	.1083	.1000
	Rib roast, first cut.....	.1683	.1650
	Rib roast, second cut.....	.1442	.1400
Philadelphia.....	Chuck roast.....	.1217	.1200
	Chuck roast.....	.1283	.1150
	Chuck roast.....	.1200	.1300
	Chuck roast.....	.1200	.1117

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
PENNSYLVANIA—concluded.			
Philadelphia.....	Rib roast.....	\$0.1600	\$0.1717
	Rib roast.....	.1533	.1350
	Rib roast.....	.2000	.2167
	Rib roast.....	.1800	.1783
	Rib roast, choice.....	.1867	.1983
Pittsburg.....	Rump roast.....	.1050	.1050
	Chuck roast.....	.1250	.1250
	Chuck roast.....	.1250	.1250
	Rib roast.....	.1700	.1700
Reading.....	Rib roast, medium.....	.1800	.1800
	Chuck roast, best.....	.1200	.1117
	Rib roast, prime.....	.1367	.1400
	Rib roast, second cut.....	.1450	.1483
Scranton.....	Stew.....	.0833	.0833
	Chuck roast.....	.1179	.1250
	Chuck roast, first cut.....	.1283	.1288
	Rib roast.....	.1800	.1850
Wilkesbarre.....	Rib roast.....	.1923	.2000
	Chuck roast, first cut.....	.1229	.1000
Williamsport.....	Chuck roast.....	.1250	.1000
	Plate or brisket, stew.....	.0800	.0800
	Rib roast, second cut.....	.1400	.1400
RHODE ISLAND.			
Natick.....	Rib roast.....	.1600	.1767
Providence.....	Chuck roast.....	.1375	.1442
	Rib roast.....	.2200	.2200
	Rib roast.....	.1800	.1817
SOUTH CAROLINA.			
Charleston.....	Brisket.....	.0858	.0850
	Chuck roast, home dressed.....	.1000	.1000
	Chuck roast, Western.....	.1000	.1000
	Chuck roast, Western.....	.0900	.0900
	Rib roast, home dressed.....	.1300	.1300
	Rib roast, Western.....	.1500	.1500
	Rib roast, Western.....	.1250	.1250
SOUTH DAKOTA.			
Sioux Falls.....	Chuck roast.....	.0833	.0833
	Chuck roast.....	.0942	.0925
	Chuck roast.....	.0833	.0833
	Rib roast.....	.1250	.1250
	Rib roast.....	.1375	.1333
TENNESSEE.			
Chattanooga.....	Brisket.....	.0600	.0575
Memphis.....	Brisket.....	.0750	.0850
	Brisket, best cut.....	.0800	.0800
	Brisket roast.....	.0800	.0750
	Chuck roast.....	.1042	.1000
	Chuck roast, best.....	.1000	.1000
	Rib roast.....	.1429	.1429
	Rib roast.....	.1300	.1250
	Rib roast, medium cut.....	.1250	.1250
	Brisket roast.....	.0633	.0667
	Chuck roast.....	.0800	.0800
Nashville.....	Chuck roast, best cut.....	.0975	.0975
	Rib roast.....	.1375	.1250
	Rib roast, best cut.....	.1208	.1208
	Rib roast, best cut.....	.1208	.1208
TEXAS.			
Dallas.....	Chuck roast.....	.1000	.1000
	Chuck roast.....	.1000	.1000
	Chuck roast.....	.1000	.1000
	Rib roast.....	.1250	.1250
	Rib roast.....	.1250	.1250
San Antonio.....	Rib roast, prime.....	.1250	.1250
	Chuck roast.....	.0500	.0500
	Chuck roast.....	.0600	.0600
	Chuck roast.....	.0700	.0700
	Rib roast.....	.1250	.1250
	Rib roast.....	.1250	.1250
UTAH.			
Salt Lake City.....	Rib roast.....	.1000	.1000
	Chuck roast.....	.1083	.1000
	Chuck roast.....	.1000	.1000
	Chuck roast.....	.1083	.1000
	Rib roast.....	.1500	.1500
	Rib roast, medium.....	.1250	.1250
Rib roast, prime.....	.1708	.1708	

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
VIRGINIA.			
Norfolk.....	Chuck roast.....	\$0.1000	\$0.1000
	Rib roast, prime.....	.1500	.1500
Petersburg.....	Rib roast, choice.....	.1528	.1500
Richmond.....	Chuck roast.....	.1000	.1000
	Chuck roast.....	.1000	.1000
	Rib roast, choice.....	.1500	.1500
	Rib roast, choice.....	.1500	.1500
	Rib roast, medium.....	.1250	.1250
	Rib roast, medium.....	.1250	.1250
WASHINGTON.			
Seattle.....	Chuck roast.....	.0750	.0750
	Chuck roast.....	.1000	.1000
	Chuck roast.....	.0800	.0800
	Plate, boiling.....	.0700	.0625
	Rib roast.....	.1375	.1375
	Rib roast.....	.1500	.1500
	Rib roast.....	.1500	.1500
Tacoma.....	Rib, boiling.....	.0733	.0733
	Rib roast, prime.....	.1438	.1500
WEST VIRGINIA			
Wheeling.....	Chuck roast.....	.1000	.0950
	Plate.....	.0800	.0750
	Rib roast.....	.1250	.1125
WISCONSIN.			
Milwaukee.....	Chuck roast.....	.1000	.1000
	Chuck roast.....	.1375	.1396
	Chuck roast.....	.0958	.0933
	Rib roast.....	.1450	.1400
	Rib roast.....	.1900	.1800
	Rib roast.....	.1100	.1100
Racine.....	Chuck roast.....	.1200	.1200
	Chuck roast.....	.1133	.1108
	Neck, boiling.....	.0667	.0642
	Neck or plate, boiling.....	.0933	.0800
	Neck or plate, boiling.....	.0775	.0800
	Rib roast.....	.1392	.1404
	Rib roast.....	.1433	.1417
	Rib roast.....	.1400	.1388
	Shoulder, boiling.....	.1000	.1000

BEEF, FRESH, STEAKS, PER POUND.

ALABAMA.			
Birmingham.....	Round.....	\$0.1500	\$0.1500
	Round.....	.1500	.1500
	Round.....	.1604	.1500
	Sirloin.....	.1750	.1750
	Sirloin.....	.1800	.1800
	Sirloin.....	.1750	.1750
Montgomery.....	Round.....	.1250	.1250
	Round.....	.1250	.1250
ARKANSAS.			
Little Rock.....	Round.....	.1250	.1250
	Round, best cut.....	.1500	.1500
	Round, home dressed.....	.1000	.1000
	Sirloin.....	.1750	.1750
	Sirloin.....	.1750	.1750
	Sirloin, home dressed.....	.1000	.1000
CALIFORNIA.			
Los Angeles.....	Round.....	.1250	.1250
	Round.....	.1250	.1250
	Round, bottom.....	.1250	.1250
	Round, top.....	.1500	.1500
	Sirloin.....	.1500	.1500
	Sirloin.....	.1600	.1600
	Sirloin, medium.....	.1500	.1500
Oakland.....	Round, bottom.....	.1250	.1250
	Round, top.....	.1500	.1500
Sacramento.....	Sirloin.....	.1800	.1675
San Francisco.....	Round.....	.1250	.1250
	Round.....	.1250	.1250
	Round.....	.1250	.1250

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEANS, DRY, PER QUART—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
NEW HAMPSHIRE.			
Manchester.....	Navy.....	\$0.0900	\$0.0875
	Pea.....	.0975	.0892
NEW JERSEY.			
Jersey City.....	Navy.....	.1000	.1000
	Pea.....	.0800	.0800
Trenton.....	Navy.....	.1200	.1000
	Pea.....	.1200	.1000
	Pea.....	.1000	.1000
NEW YORK.			
Albany.....	Navy.....	.1000	.1000
Brooklyn.....	Pea.....	.1000	.1000
Buffalo.....	Navy.....	.1000	.1000
	Navy, sold by the pound.....	.0750	.0750
Jamaica.....	Medium.....	.1067	.0892
New York.....	Pea, sold by the pound.....	.0938	.0938
	White, marrow, New York State.....	.1200	.1200
	White, medium.....	.1200	.1200
	White, New York State.....	.1142	.1150
	White, New York State.....	.1000	.1000
West New Brighton.....	Pea, New York State.....	.1000	.1000
OHIO.			
Cincinnati.....	Beans, dry.....	.1067	.1133
	Navy.....	.1000	.1000
	Navy.....	.0875	.0742
Cleveland.....	Navy.....	.1000	.1000
	Navy.....	.1000	.1000
OREGON.			
Portland.....	Navy, sold by the pound.....	.0938	.0938
	Navy, sold by the pound.....	.0938	.0938
PENNSYLVANIA.			
Allegheny.....	Navy.....	.1000	.1000
Harrisburg.....	White, marrow.....	.1000	.1117
Philadelphia.....	Pea, sold by the pound.....	.0938	.0938
	Pea, sold by the pound.....	.0938	.0938
Pittsburg.....	Navy.....	.1000	.1000
	Navy.....	.1000	.1000
Scranton.....	Navy.....	.1000	.1000
	Navy.....	.1000	.1000
RHODE ISLAND.			
East Greenwich.....	Pea, New York State.....	.1000	.1000
Natick.....	Pea.....	.1000	.1000
Providence.....	Pea.....	.1000	.1000
	Pea.....	.0817	.0917
SOUTH CAROLINA.			
Charleston.....	Navy.....	.1000	.1000
	Navy.....	.1000	.1000
SOUTH DAKOTA.			
Sioux Falls.....	Navy, sold by the pound.....	.0938	.0938
	Navy, sold by the pound.....	.0938	.0938
TENNESSEE.			
Memphis.....	Navy.....	.1000	.1000
	Navy, sold by the pound.....	.0938	.0938
Nashville.....	Navy.....	.1000	.1000
	Navy, sold in 6-pound lots.....	.0938	.0938
TEXAS.			
Dallas.....	Navy, sold by the pound.....	.1172	.1172
	Navy, sold by the pound.....	.1172	.1172
San Antonio.....	Navy, sold by the pound.....	.0938	.0938
	Navy, sold by the pound.....	.0938	.0938
UTAH.			
Salt Lake City.....	Navy, sold by the pound.....	.0938	.0938
	Navy, sold by the pound.....	.0938	.0938
VIRGINIA.			
Richmond.....	Navy.....	.1000	.1000
	Navy.....	.1000	.1000
WASHINGTON.			
Seattle.....	Navy.....	.1000	.1000
	Navy.....	.1000	.1000
WISCONSIN.			
Milwaukee.....	Navy, sold by the pound.....	.0938	.0938
	Navy, sold by the pound.....	.0938	.0938

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND.

State and locality.	Description.	Average price.	
		1903.	1904.
ALABAMA.			
Birmingham	Chuck roast	\$0.1000	\$0.1000
	Chuck roast	.1000	.1000
	Chuck roast	.1000	.1000
	Chuck roast	.1250	.1250
	Rib roast	.1750	.1750
	Rib roast	.1800	.1800
Montgomery	Rib roast	.1500	.1700
	Plate or brisket, stew	.0533	.0500
	Plate or brisket, stew	.0708	.0700
	Rib roast	.1351	.1250
ARKANSAS.			
Little Rock	Rib roast	.1183	.1200
	Chuck roast	.1000	.1000
	Chuck roast	.1000	.1000
	Chuck roast, home dressed	.0800	.0800
	Rib roast	.1500	.1500
CALIFORNIA.			
Los Angeles	Rib roast	.1250	.1250
	Rib roast, home dressed	.1000	.1000
	Chuck roast	.1000	.1000
	Chuck roast	.0800	.0800
	Chuck roast	.1000	.1000
Oakland	Rib roast	.1500	.1500
	Rib roast	.1700	.1700
	Rib roast, prime	.1800	.1800
	Chuck roast	.1250	.1250
	Rib roast, prime	.1500	.1500
San Francisco	Rib roast, prime, best	.1800	.1800
	Chuck roast	.1000	.1000
	Chuck roast	.1000	.1000
	Chuck roast	.1000	.1000
	Chuck roast	.1250	.1250
	Chuck roast	.1000	.1000
	Rib roast	.1500	.1500
	Rib roast	.1500	.1500
COLORADO.			
Denver	Rib roast, prime	.1933	.1800
	Rib roast, prime	.2000	.2000
	Chuck roast	.0800	.0800
	Chuck roast	.0675	.0675
	Plate, boiling	.0700	.0758
Leadville	Rib roast	.2000	.2000
	Rib roast, prime	.2117	.2117
	Rib roast, prime	.1467	.1500
CONNECTICUT.			
Bridgeport	Shoulder, boiling	.0858	.0858
	Chuck roast, prime	.1142	.1100
	Plate, stew	.0583	.0558
	Rib roast, prime, first cut	.1692	.1800
	Rib roast, prime, second cut	.1425	.1200
Hartford	Rib roast	.2275	.2200
Middletown	Rib roast	.1800	.1800
	Chuck roast	.1183	.1167
	Chuck roast	.1433	.1400
New Haven	Rib roast, first cut	.1767	.1917
	Rib roast, first cut	.2225	.2500
	Chuck roast, best	.1250	.1267
	Rib roast	.1900	.1967
New London	Chuck roast, prime, short cut	.1283	.1333
	Plate, prime, stew	.0800	.0800
	Rib roast, prime, first cut	.2050	.2100
	Rib roast, prime, second cut	.1400	.1433
	Chuck roast, best	.1183	.1608
DELAWARE.			
Wilmington	Chuck roast	.1300	.1258
	Rib roast, best cut	.1633	.1750
DISTRICT OF COLUMBIA.			
Washington	Chuck roast	.1250	.1250
	Chuck roast	.1250	.1250
	Chuck roast	.1000	.1042
	Rib roast	.1500	.1500
	Rib roast	.1833	.1833
	Rib roast, prime	.1500	.1500

TABLE 1.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
FLORIDA.			
Jacksonville.....	Chuck roast.....	\$0.1250	\$0.1250
	Chuck roast.....	.0933	.0925
	Chuck roast.....	.1000	.1000
	Cuck roast, home dressed.....	.1000	.1000
	Chuck roast, Western.....	.1000	.1000
	Rib roast.....	.2000	.2000
	Rib roast.....	.1808	.1800
	Rib roast.....	.2000	.2000
	Rib roast, home dressed.....	.1250	.1250
	Rib roast, Western.....	.1500	.1500
GEORGIA.			
Atlanta.....	Chuck roast.....	.1000	.1000
	Chuck roast.....	.1250	.1250
	Chuck roast.....	.1000	.1000
	Rib roast.....	.1250	.1250
	Rib roast.....	.1967	.1867
	Rib roast.....	.1771	.1604
	Stew.....	.0633	.0633
Columbus.....	Stew.....	.0608	.0542
	Rib roast.....	.1250	.1250
ILLINOIS.			
Chicago.....	Chuck roast.....	.0750	.0633
	Chuck roast.....	.1017	.1025
	Chuck roast.....	.1000	.1000
	Rib roast.....	.1058	.0917
	Rib roast.....	.1200	.0992
	Rib roast.....	.1300	.1333
	Rib roast.....	.1200	.1000
	Rib roast.....	.1250	.1313
Peoria.....	Chuck roast.....	.0883	.0800
	Chuck roast.....	.0975	.0817
	Chuck roast.....	.0625	.0604
	Rib roast.....	.1100	.1000
	Rib roast.....	.1067	.0900
	Rib roast.....	.1067	.1167
INDIANA.			
Indianapolis.....	Chuck roast.....	.1250	.1250
	Chuck roast.....	.1067	.1083
	Chuck roast.....	.1000	.1000
	Rib roast.....	.1500	.1500
	Rib roast.....	.1067	.1083
	Rib roast.....	.1250	.1250
Terre Haute.....	Rib roast.....	.1000	.1146
	Rib roast.....	.1125	.1133
	Rib roast.....	.1125	.1133
	Rump roast.....	.1125	.1133
	Short rib roast.....	.1250	.1396
	Short rib roast.....	.1500	.1500
IOWA.			
Des Moines.....	Chuck roast.....	.0817	.0817
	Chuck roast.....	.1000	.1000
	Chuck roast.....	.0725	.0725
	Rib roast.....	.1525	.1525
	Rib roast.....	.1833	.1900
	Rib roast.....	.1146	.1146
Dubuque.....	Chuck roast.....	.0933	.0933
	Chuck roast.....	.1042	.1000
	Rib roast.....	.1500	.1500
	Rib roast.....	.1250	.1250
KANSAS.			
Topeka.....	Chuck roast.....	.0903	.0889
	Chuck roast.....	.0958	.0958
	Chuck roast.....	.0931	.0917
	Rib roast.....	.1375	.1375
	Rib roast.....	.1417	.1417
	Rib roast.....	.1354	.1375
KENTUCKY.			
Covington.....	Neck or plate, stew.....	.0642	.0575
	Rib roast.....	.1250	.1250
Louisville.....	Chuck roast.....	.0900	.0800
	Chuck roast.....	.0892	.0892
	Rib roast.....	.1288	.1183
	Rib roast.....	.1325	.1325
	Roast.....	.1400	.1350
	Roast.....	.1200	.1200
		Roast.....	.1200	.1200

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
LOUISIANA.			
New Orleans.....	Chuck roast.....	\$0.0900	\$0.0900
	Chuck roast.....	.0900	.0900
	Chuck roast.....	.0900	.0900
	Rib roast.....	.1500	.1500
	Rib roast.....	.1800	.1800
	Rib roast.....	.1500	.1500
MAINE.			
Lewiston.....	Soup meat.....	.0700	.0700
Portland.....	Chuck roast.....	.0975	.0983
	Chuck roast.....	.0983	.1050
	Rib roast.....	.1533	.1583
	Rib roast.....	.1583	.1617
MARYLAND.			
Baltimore.....	Brisket roast.....	.0500	.0500
	Chuck roast.....	.1325	.1325
	Chuck roast.....	.0900	.0900
	Chuck roast.....	.1000	.1000
	Plate or top rib, roast.....	.0700	.0700
	Rib roast.....	.1683	.1642
	Rib roast, back cut.....	.1050	.1067
	Rib roast, first cut.....	.1525	.1300
	Rib roast, prime, first cut.....	.1750	.1800
MASSACHUSETTS.			
Boston.....	Chuck roast.....	.1000	.1117
	Chuck roast.....	.1000	.1167
	Chuck roast.....	.1000	.0933
	Rib roast.....	.1950	.1950
	Rib roast.....	.2067	.2108
	Rib roast, Western.....	.2067	.2033
Chelsea.....	Rib roast, first cut.....	.1933	.1950
Fall River.....	Chuck roast.....	.0833	.0925
	Chuck roast, medium.....	.0867	.0867
	Rib roast.....	.1300	.1300
	Rib roast.....	.2067	.2000
	Sirloin roast.....	.2667	.2767
Malden.....	Rump roast.....	.1908	.1950
	Standing, rib roast.....	.1833	.1800
MICHIGAN.			
Detroit.....	Boiling.....	.0767	.0700
	Chuck roast.....	.0800	.0896
	Chuck roast.....	.0900	.0900
	Rib roast.....	.1142	.1133
	Rib roast.....	.1100	.1100
Grand Rapids.....	Rib roast.....	.1213	.1300
	Rib roast.....	.1325	.1125
Wyandotte.....	Rib roast, first grade.....	.1467	.1400
	Boiling.....	.0900	.0850
MINNESOTA.			
Duluth.....	Chuck roast.....	.1129	.1121
	Chuck roast.....	.1000	.1000
	Rib roast.....	.1363	.1375
	Rib roast, best.....	.1500	.1500
Minneapolis.....	Boiling.....	.0500	.0500
	Chuck roast.....	.0883	.0883
	Chuck roast.....	.0800	.0800
	Rib roast.....	.1354	.1500
	Rib roast, choice, best cut.....	.1700	.1438
St. Paul.....	Boiling.....	.0500	.0517
	Chuck roast.....	.0883	.1025
	Rib roast.....	.1325	.1658
MISSOURI.			
Kansas City.....	Chuck roast.....	.0918	.0931
	Chuck roast.....	.1000	.0875
	Rib roast.....	.1458	.1550
	Rib roast.....	.1500	.1567
St. Louis.....	Boiling.....	.0983	.0903
	Boiling.....	.0917	.0900
	Chuck roast.....	.1250	.1338
	Chuck roast.....	.1263	.1288
	Chuck roast.....	.1263	.1333
	Chuck roast, medium.....	.1233	.1229
	Rib roast.....	.1500	.1583
	Rib roast.....	.1500	.1567
	Rib roast, prime.....	.1396	.1396
	Rib roast, prime.....	.1583	.1600

TABLE I. RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MONTANA.			
Butte.	Chuck roast	\$0.0731	\$0.0708
	Chuck roast	.0742	.0717
	Rib roast	.1121	.1333
	Rib roast	.1125	.1333
NEBRASKA.			
Omaha.	Chuck roast	.0619	.0614
	Chuck roast	.0800	.0800
	Chuck roast	.0875	.0875
	Rib roast	.1354	.1458
	Rib roast	.1146	.1125
Rib roast	.1313	.1375	
	NEW HAMPSHIRE.		
Concord.	Chuck roast, best cut	.0900	.0800
	Rib roast, best, first cut	.1092	.1008
	Rib roast, best, second cut	.1408	.1342
	Steak roast, best	.2500	.2500
Dover.	Rib roast, prime, first cut	.1567	.1508
	Rib roast, prime, second cut	.1300	.1150
	Steak roast, prime, best	.2317	.2033
Manchester.	Chuck roast	.1400	.1400
	Chuck roast	.1000	.1017
	Rib roast	.2000	.2000
	Rib roast, prime, first cut	.1400	.1400
Rib roast, prime, second cut	.1200	.1217	
	NEW JERSEY.		
Bayonne.	Blade roast	.1400	.1417
	Chuck roast	.1200	.1233
	Rib roast, best cut	.1600	.1650
Bridgeton.	Rib roast, prime	.1667	.1600
	Chuck roast, home dressed	.1200	.1233
Camden.	Rib roast, prime, best cut, home dressed	.1650	.1817
	Blade roast	.1600	.1675
Elizabeth.	Chuck roast	.1200	.1202
	Rib roast, prime	.2200	.2217
	Chuck roast	.1000	.1017
Jersey City.	Chuck roast	.1250	.1325
	Rib roast	.1200	.1217
	Rib roast	.1800	.1917
Newark.	Chuck, best	.1100	.1258
	Rib roast, best	.1983	.1917
Paterson.	Chuck roast	.1250	.1313
	Chuck roast	.1200	.1275
Trenton.	Chuck roast	.1200	.1250
	Rib roast	.1600	.1700
	Rib roast, best cut	.1600	.1700
NEW YORK.			
Albany.	Chuck roast	.1400	.1400
	Rib roast	.1667	.1800
Brooklyn.	Rib roast	.1867	.1817
	Rib roast, prime	.2117	.2000
Buffalo.	Chuck roast	.1067	.1000
	Chuck roast	.1000	.0883
	Chuck roast	.1058	.1092
	Chuck roast, best	.1133	.1173
	Chuck roast, best	.0975	.0950
	Chuck roast, medium	.0775	.0750
	Chuck roast, first grade	.1067	.1067
	Chuck roast, second grade	.0867	.0867
	Rib roast	.1258	.1200
	Rib roast, prime	.1500	.1533
	Rib roast, first grade	.1517	.1517
	Rib roast, first grade	.1533	.1533
	Rib roast, first grade	.1467	.1575
	Rib roast, second grade	.1317	.1217
Rib roast, second grade	.1183	.1288	
College Point.	Chuck roast	.1200	.1150
	Rib roast	.1850	.1925
Flushing.	Chuck roast	.1200	.1200
	Pot roast	.1200	.1200
New York.	Rib roast	.1437	.1483
	Rib roast, prime	.1558	.2033
	Rib roast, prime	.1775	.1887
	Rump roast	.1600	.1667
	Soup meat	.1150	.1142
	Soup meat	.0550	.1053
	Soup meat	.0550	.1053

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
NEW YORK—concluded.			
Rochester.....	Chuck roast.....	\$0.0867	\$0.0800
	Plate.....	.0433	.0433
	Rib roast, prime.....	.1288	.1400
Syracuse.....	Chuck roast, prime.....	.1400	.1400
	Rib roast, prime, best cut.....	.2200	.2150
	Rib roast, prime, second cut.....	.1917	.1900
Tompkinsville.....	Chuck roast, choice, best cut, Western.....	.1200	.1400
	Chuck roast, choice, Western.....	.1000	.1117
	Rib roast, choice, Western.....	.1600	.1600
NORTH CAROLINA.			
Durham.....	Chuck roast.....	.1250	.1250
	Loin roast.....	.1500	.1500
Winston-Salem.....	Loin roast, choice.....	.1500	.1500
	Rib roast, prime.....	.1500	.1354
OHIO.			
Cincinnati.....	Chuck roast.....	.0942	.0842
	Chuck, boiling.....	.0800	.0800
	Chuck roast.....	.0800	.0800
	Chuck roast.....	.1288	.1250
	Rib roast.....	.1250	.1375
	Rib roast, best.....	.1500	.1500
	Rib roast, medium.....	.1500	.1363
	Rib roast, medium.....	.1400	.1400
	Rib roast, prime.....	.1500	.1375
	Stew.....	.0800	.0700
Cleveland.....	Chuck roast.....	.0800	.0825
	Chuck roast.....	.1250	.1250
	Chuck roast.....	.1142	.1142
	Chuck roast, prime.....	.1200	.1183
	Neck, boiling.....	.0800	.0750
	Neck, boiling.....	.0758	.0758
	Plate, prime.....	.0567	.0600
	Plate, stew.....	.0800	.0800
	Rib roast.....	.1250	.1250
	Rib roast, not trimmed.....	.1200	.1200
	Rib roast, prime.....	.1600	.1600
	Rib roast, prime.....	.1500	.1475
	Rib roast, prime.....	.1600	.1600
	Rib roast, prime.....	.1542	.1542
	Sirloin roast, prime.....	.1800	.1800
Columbus.....	Chuck, boiling.....	.0700	.0700
	Chuck roast.....	.1000	.1100
	Plate.....	.0600	.0600
	Rib roast.....	.1800	.1800
Hamilton.....	Brisket or neck, boiling.....	.0800	.0800
	Chuck roast.....	.1100	.1117
Springfield.....	Neck, flank, or soft rib, boiling.....	.0917	.0875
	Rib roast.....	.1146	.1083
OREGON.			
Portland.....	Chuck roast.....	.0900	.0900
	Chuck roast.....	.0900	.0900
	Chuck roast.....	.0800	.0800
	Rib roast.....	.1500	.1500
	Rib roast.....	.1500	.1500
	Rib roast.....	.1250	.1250
PENNSYLVANIA.			
Allegheny.....	Chuck.....	.1250	.1250
Allentown.....	Chuck roast, first cut.....	.1267	.1067
Bethlehem.....	Chuck roast, first cut.....	.1300	.1200
Chester.....	Brisket roast.....	.0500	.0500
	Chuck roast.....	.1175	.1200
	Chuck roast, first cut.....	.1250	.1325
	Rib roast.....	.1700	.1700
Harrisburg.....	Chuck roast.....	.1200	.1100
	Plate stew.....	.1068	.0833
	Rib roast.....	.1900	.1800
Lancaster.....	Brisket roast.....	.0800	.0800
	Chuck roast, best.....	.1233	.1233
	Chuck roast, neck.....	.1083	.1000
	Rib roast, first cut.....	.1683	.1650
	Rib roast, second cut.....	.1442	.1400
Philadelphia.....	Chuck roast.....	.1217	.1200
	Chuck roast.....	.1283	.1150
	Chuck roast.....	.1200	.1300
	Chuck roast.....	.1200	.1117

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
PENNSYLVANIA—concluded.			
Philadelphia.....	Rib roast.....	\$0.1600	\$0.1717
	Rib roast.....	.1533	.1350
	Rib roast.....	.2000	.2167
	Rib roast.....	.1800	.1783
	Rib roast, choice.....	.1867	.1983
Pittsburg.....	Rump roast.....	.1050	.1050
	Chuck roast.....	.1250	.1250
	Chuck roast.....	.1250	.1250
	Rib roast.....	.1700	.1700
Reading.....	Rib roast, medium.....	.1800	.1800
	Chuck roast, best.....	.1200	.1117
	Rib roast, prime.....	.1367	.1400
	Rib roast, second cut.....	.1450	.1483
Scranton.....	Stew.....	.0833	.0833
	Chuck roast.....	.1179	.1250
	Chuck roast, first cut.....	.1283	.1288
	Rib roast.....	.1800	.1850
Wilkesbarre.....	Rib roast.....	.1923	.2000
Williamsport.....	Chuck roast, first cut.....	.1229	.1000
	Chuck roast.....	.1250	.1000
	Plate or brisket, stew.....	.0800	.0800
	Rib roast, second cut.....	.1400	.1400
RHODE ISLAND.			
Natick.....	Rib roast.....	.1600	.1767
Providence.....	Chuck roast.....	.1375	.1442
	Rib roast.....	.2200	.2200
	Rib roast.....	.1800	.1817
SOUTH CAROLINA.			
Charleston.....	Brisket.....	.0858	.0850
	Chuck roast, home dressed.....	.1000	.1000
	Chuck roast, Western.....	.1000	.1000
	Chuck roast, Western.....	.0900	.0900
	Rib roast, home dressed.....	.1300	.1300
	Rib roast, Western.....	.1500	.1500
	Rib roast, Western.....	.1250	.1250
SOUTH DAKOTA.			
Sioux Falls.....	Chuck roast.....	.0833	.0833
	Chuck roast.....	.0942	.0925
	Chuck roast.....	.0833	.0833
	Rib roast.....	.1250	.1250
	Rib roast.....	.1375	.1333
	Rib roast.....	.1250	.1288
TENNESSEE.			
Chattanooga.....	Brisket.....	.0600	.0575
Memphis.....	Brisket.....	.0750	.0850
	Brisket, best cut.....	.0800	.0900
	Brisket roast.....	.0800	.0750
	Chuck roast.....	.1042	.1000
	Chuck roast, best.....	.1000	.1000
	Rib roast.....	.1429	.1429
	Rib roast.....	.1300	.1250
	Rib roast, medium cut.....	.1250	.1250
	Brisket roast.....	.0633	.0667
	Chuck roast.....	.0800	.0800
	Chuck roast, best cut.....	.0975	.0975
	Rib roast.....	.1375	.1250
	Rib roast, best cut.....	.1208	.1208
TEXAS.			
Dallas.....	Chuck roast.....	.1000	.1000
	Chuck roast.....	.1000	.1000
	Chuck roast.....	.1000	.1000
	Rib roast.....	.1250	.1250
	Rib roast.....	.1250	.1250
San Antonio.....	Rib roast, prime.....	.1250	.1250
	Chuck roast.....	.0500	.0500
	Chuck roast.....	.0600	.0600
	Chuck roast.....	.0700	.0700
	Rib roast.....	.1250	.1250
	Rib roast.....	.1250	.1250
	Rib roast.....	.1000	.1000
UTAH.			
Salt Lake City.....	Chuck roast.....	.1083	.1000
	Chuck roast.....	.1000	.1000
	Chuck roast.....	.1083	.1000
	Rib roast.....	.1500	.1500
	Rib roast, medium.....	.1250	.1250
	Rib roast, prime.....	.1708	.1750

TABLE 1.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
VIRGINIA.			
Norfolk.....	Chuck roast.....	\$0.1000	\$0.1000
	Rib roast, prime.....	.1500	.1500
Petersburg.....	Rib roast, choice.....	.1528	.1500
Richmond.....	Chuck roast.....	.1000	.1000
	Chuck roast.....	.1000	.1000
	Rib roast, choice.....	.1500	.1500
	Rib roast, choice.....	.1500	.1500
	Rib roast, medium.....	.1250	.1250
	Rib roast, medium.....	.1250	.1250
WASHINGTON.			
Seattle.....	Chuck roast.....	.0750	.0750
	Chuck roast.....	.1000	.1000
	Chuck roast.....	.0800	.0800
	Plate, boiling.....	.0700	.0625
	Rib roast.....	.1375	.1375
	Rib roast.....	.1500	.1500
	Rib roast.....	.1500	.1500
Tacoma.....	Rib, boiling.....	.0733	.0733
	Rib roast, prime.....	.1438	.1500
WEST VIRGINIA			
Wheeling.....	Chuck roast.....	.1000	.0950
	Plate.....	.0800	.0750
	Rib roast.....	.1250	.1125
WISCONSIN.			
Milwaukee.....	Chuck roast.....	.1000	.1000
	Chuck roast.....	.1375	.1396
	Chuck roast.....	.0958	.0933
	Rib roast.....	.1450	.1400
	Rib roast.....	.1900	.1800
	Rib roast.....	.1100	.1100
Racine.....	Chuck roast.....	.1200	.1200
	Chuck roast.....	.1133	.1108
	Neck, boiling.....	.0667	.0642
	Neck or plate, boiling.....	.0933	.0800
	Neck or plate, boiling.....	.0775	.0800
	Rib roast.....	.1392	.1404
	Rib roast.....	.1433	.1417
	Rib roast.....	.1400	.1388
	Shoulder, boiling.....	.1000	.1000

BEEF, FRESH, STEAKS, PER POUND.

ALABAMA.			
Birmingham.....	Round.....	\$0.1500	\$0.1500
	Round.....	.1500	.1500
	Round.....	.1604	.1500
	Sirloin.....	.1750	.1750
	Sirloin.....	.1800	.1800
	Sirloin.....	.1750	.1750
Montgomery.....	Round.....	.1250	.1250
	Round.....	.1250	.1250
ARKANSAS.			
Little Rock.....	Round.....	.1250	.1250
	Round, best cut.....	.1500	.1500
	Round, home dressed.....	.1000	.1000
	Sirloin.....	.1750	.1750
	Sirloin.....	.1750	.1750
	Sirloin, home dressed.....	.1000	.1000
CALIFORNIA.			
Los Angeles.....	Round.....	.1250	.1250
	Round.....	.1250	.1250
	Round, bottom.....	.1250	.1250
	Round, top.....	.1500	.1500
	Sirloin.....	.1500	.1500
	Sirloin.....	.1600	.1600
	Sirloin, medium.....	.1500	.1500
Oakland.....	Round, bottom.....	.1250	.1250
	Round, top.....	.1500	.1500
Sacramento.....	Sirloin.....	.1800	.1575
San Francisco.....	Round.....	.1250	.1250
	Round.....	.1250	.1250
	Round.....	.1250	.1250

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, STEAKS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
CALIFORNIA—concluded.			
San Francisco.....	Round.....	\$0.1250	\$0.1250
	Sirloin.....	.1500	.1500
	Sirloin.....	.1500	.1500
	Sirloin.....	.1500	.1500
	Sirloin.....	.1500	.1500
	Sirloin, first cut.....	.1250	.1250
	Sirloin, first cut.....	.1250	.1250
COLORADO.			
Denver.....	Round.....	.1500	.1500
	Round.....	.1133	.1133
	Sirloin.....	.2000	.2000
	Sirloin.....	.1458	.1521
Leadville.....	Chuck.....	.0917	.1013
	Round.....	.1188	.1321
	Sirloin.....	.1750	.1713
CONNECTICUT.			
Bridgeport.....	Chuck, prime.....	.1208	.1100
	Round, prime.....	.1383	.1400
Hartford.....	Sirloin.....	.2500	.2500
Middletown.....	Round.....	.1600	.1600
New Haven.....	Round.....	.1850	.1900
	Round.....	.1900	.2200
	Sirloin.....	.2083	.2200
	Sirloin.....	.2100	.2417
New London.....	Round.....	.1533	.1517
Stamford.....	Chuck, prime.....	.1300	.1325
	Round, best inside cut.....	.2000	.2050
	Round, prime, lower cut.....	.1600	.1683
	Sirloin, prime, best.....	.2000	.2133
Torrington.....	Round, prime.....	.1533	.1550
	Sirloin, prime, best cut.....	.1917	.1983
Willimantic.....	Round.....	.1767	.1767
DELAWARE.			
Wilmington.....	Round.....	.1800	.1850
	Round.....	.1800	.1700
	Sirloin, best cut.....	.2500	.2500
DISTRICT OF COLUMBIA.			
Washington.....	Chuck.....	.1258	.1250
	Chuck.....	.1250	.1250
	Chuck.....	.1000	.1042
	Round.....	.1533	.1500
	Round.....	.1500	.1500
	Round.....	.1500	.1396
	Sirloin.....	.2000	.1800
	Sirloin, prime, best.....	.1833	.1833
	Sirloin.....	.1800	.1800
FLORIDA.			
Jacksonville.....	Round.....	.1800	.1800
	Round.....	.1333	.1354
	Round.....	.1500	.1500
	Round.....	.1500	.1500
	Sirloin.....	.2000	.2000
	Sirloin.....	.1900	.1892
	Sirloin.....	.2000	.2000
	Sirloin, home dressed.....	.1500	.1500
	Sirloin, Western.....	.1800	.1800
GEORGIA.			
Atlanta.....	Round.....	.1250	.1250
	Round.....	.1500	.1500
	Round.....	.1250	.1250
	Sirloin.....	.1500	.1500
	Sirloin.....	.2000	.2042
	Sirloin.....	.1750	.1604
Columbus.....	Round.....	.1250	.1250
ILLINOIS.			
Chicago.....	Chuck.....	.0700	.0800
	Chuck.....	.0900	.0917
	Round.....	.1000	.1000
	Round.....	.1050	.1100
	Round.....	.1000	.0975
	Round.....	.1250	.1250
	Round.....	.1067	.1083

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, STEAKS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
ILLINOIS—concluded.			
Chicago	Sirloin	\$0.1500	\$0.1500
	Sirloin	.1342	.1392
	Sirloin	.1500	.1517
East St Louis	Round	.1333	.1250
Peoria	Round	.1175	.1000
	Round	.1333	.1333
	Round	.1150	.1200
	Sirloin	.1358	.1250
	Sirloin	.1500	.1500
	Sirloin	.1558	.1575
Springfield	Round	.1354	.1500
INDIANA.			
Evansville	Round	.1250	.1250
Fort Wayne	Round	.1292	.1267
Indianapolis	Round	.1500	.1500
	Round	.1367	.1383
	Round	.1250	.1250
	Sirloin	.1800	.1800
	Sirloin	.1567	.1583
	Sirloin	.1500	.1500
South Bend	Round	.1550	.1354
Terre Haute	Chuck	.1000	.1146
	Chuck	.1050	.1000
	Round	.1250	.1396
	Round	.1250	.1250
	Round	.1417	.1167
	Sirloin	.1250	.1396
	Sirloin	.1500	.1500
	Sirloin	.1417	.1167
IOWA.			
Des Moines	Round	.1375	.1375
	Round	.1292	.1292
	Round	.1125	.1125
	Sirloin	.1500	.1500
	Sirloin	.1550	.1550
	Sirloin	.1167	.1167
Dubuque	Round	.1421	.1271
	Round	.1417	.1417
	Sirloin	.1708	.1708
	Sirloin	.1667	.1667
KANSAS.			
Topeka	Round	.1050	.1225
	Round	.1067	.1275
	Round	.1067	.1188
	Sirloin	.1500	.1500
	Sirloin	.1500	.1550
	Sirloin	.1500	.1525
KENTUCKY.			
Covington	Sirloin	.1500	.1500
Louisville	Round	.1067	.1033
	Round	.1250	.1250
	Sirloin	.1500	.1500
	Sirloin	.1500	.1500
LOUISIANA.			
New Orleans	Round	.1000	.1000
	Round	.1250	.1250
	Round	.1250	.1250
	Sirloin	.1500	.1500
	Sirloin	.1800	.1800
	Sirloin	.1600	.1700
MAINE.			
Bangor	Sirloin	.2500	.2867
Biddeford	Round	.1500	.1458
	Rump	.2783	.2592
Lewiston	Sirloin	.2800	.2833
Portland	Round	.1413	.1404
	Round	.1417	.1413
	Rump	.2500	.2625
	Sirloin	.2517	.2625
	Sirloin	.2575	.2667

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MONTANA.			
Butte.....	Chuck roast.....	\$0.0731	\$0.0708
	Chuck roast.....	.0742	.0717
	Rib roast.....	.1121	.1333
	Rib roast.....	.1125	.1333
NEBRASKA.			
Omaha.....	Chuck roast.....	.0819	.0814
	Chuck roast.....	.0850	.0800
	Chuck roast.....	.0875	.0875
	Rib roast.....	.1354	.1458
	Rib roast.....	.1146	.1125
	Rib roast.....	.1313	.1375
NEW HAMPSHIRE.			
Concord.....	Chuck roast, best cut.....	.0900	.0800
	Rib roast, best, first cut.....	.1692	.1608
	Rib roast, best, second cut.....	.1408	.1342
Dover.....	Sirloin roast, best.....	.2500	.2500
	Rib roast, prime, first cut.....	.1567	.1508
	Rib roast, prime, second cut.....	.1300	.1150
	Sirloin roast, prime, best.....	.2317	.2033
Manchester.....	Chuck roast.....	.1400	.1400
	Chuck roast.....	.1000	.1017
	Rib roast.....	.2000	.2000
	Rib roast, prime, first cut.....	.1400	.1400
	Rib roast, prime, second cut.....	.1200	.1217
NEW JERSEY.			
Bayonne.....	Blade roast.....	.1400	.1417
	Chuck roast.....	.1230	.1233
Bridgeton.....	Rib roast, best cut.....	.1600	.1650
	Rib roast, prime.....	.1667	.1600
Camden.....	Chuck roast, home dressed.....	.1200	.1233
	Rib roast, prime, best cut, home dressed.....	.1650	.1817
Elizabeth.....	Blade roast.....	.1600	.1675
	Chuck roast.....	.1200	.1292
Jersey City.....	Rib roast, prime.....	.2200	.2217
	Chuck roast.....	.1000	.1017
	Chuck roast.....	.1250	.1325
	Rib roast.....	.1200	.1217
	Rib roast.....	.1800	.1917
	Chuck, best.....	.1100	.1258
Newark.....	Rib roast, best.....	.1803	.1917
Paterson.....	Chuck roast.....	.1250	.1313
	Chuck roast.....	.1200	.1275
Trenton.....	Chuck roast.....	.1200	.1250
	Rib roast.....	.1600	.1700
	Rib roast.....	.1600	.1700
	Rib roast, best cut.....	.1600	.1700
NEW YORK.			
Albany.....	Chuck roast.....	.1400	.1400
	Rib roast.....	.1667	.1800
Brooklyn.....	Rib roast.....	.1867	.1817
	Rib roast, prime.....	.2117	.2000
Buffalo.....	Chuck roast.....	.1067	.1000
	Chuck roast.....	.1000	.0883
	Chuck roast.....	.1058	.1092
	Chuck roast, best.....	.1133	.1133
	Chuck roast, best.....	.0975	.0950
	Chuck roast, medium.....	.0775	.0750
	Chuck roast, first grade.....	.1067	.1067
	Chuck roast, second grade.....	.0867	.0867
	Rib roast.....	.1258	.1200
	Rib roast, prime.....	.1500	.1533
	Rib roast, first grade.....	.1517	.1517
	Rib roast, first grade.....	.1533	.1533
	Rib roast, first grade.....	.1467	.1575
	Rib roast, second grade.....	.1317	.1317
	Rib roast, second grade.....	.1183	.1288
College Point.....	Chuck roast.....	.1200	.1150
Flushing.....	Rib roast.....	.1925	.1925
New York.....	Chuck roast.....	.1200	.1200
	Pot roast.....	.1200	.1200
	Rib roast.....	.1400	.1480
	Rib roast, prime.....	.1950	.2033
	Rib roast, prime.....	.1758	.1883
	Rump roast.....	.1600	.1603
	Soup meat.....	.1150	.1142
	Soup meat.....	.0980	.1083

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
NEW YORK—concluded.			
Rochester.....	Chuck roast.....	\$0.0867	\$0.0800
	Plate.....	.0433	.0433
	Rib roast, prime.....	.1288	.1400
Syracuse.....	Chuck roast, prime.....	.1400	.1400
	Rib roast, prime, best cut.....	.2200	.2150
	Rib roast, prime, second cut.....	.1917	.1950
Tompkinsville.....	Chuck roast, choice, best cut, Western.....	.1200	.1400
	Chuck roast, choice, Western.....	.1000	.1117
	Rib roast, choice, Western.....	.1600	.1600
NORTH CAROLINA.			
Durham.....	Chuck roast.....	.1250	.1250
	Loin roast.....	.1500	.1500
Winston-Salem.....	Loin roast, choice.....	.1500	.1500
	Rib roast, prime.....	.1500	.1354
OHIO.			
Cincinnati.....	Chuck roast.....	.0942	.0842
	Chuck, boiling.....	.0800	.0800
	Chuck roast.....	.0800	.0800
	Chuck roast.....	.1288	.1250
	Rib roast.....	.1250	.1375
	Rib roast, best.....	.1500	.1500
	Rib roast, medium.....	.1500	.1363
	Rib roast, medium.....	.1400	.1400
	Rib roast, prime.....	.1500	.1375
	Stew.....	.0800	.0700
Cleveland.....	Chuck roast.....	.0800	.0825
	Chuck roast.....	.1250	.1250
	Chuck roast.....	.1142	.1142
	Chuck roast, prime.....	.1200	.1183
	Neck, boiling.....	.0800	.0750
	Neck, boiling.....	.0758	.0758
	Plate, prime.....	.0567	.0600
	Plate, stew.....	.0800	.0800
	Rib roast.....	.1250	.1250
	Rib roast, not trimmed.....	.1200	.1200
	Rib roast, prime.....	.1600	.1600
	Rib roast, prime.....	.1500	.1475
	Rib roast, prime.....	.1600	.1600
	Rib roast, prime.....	.1542	.1542
	Sirloin roast, prime.....	.1800	.1800
Columbus.....	Chuck, boiling.....	.0700	.0700
	Chuck roast.....	.1000	.1100
	Plate.....	.0600	.0600
	Rib roast.....	.1800	.1800
Hamilton.....	Brisket or neck, boiling.....	.0800	.0800
	Chuck roast.....	.1100	.1147
Springfield.....	Neck, flank, or soft rib, boiling.....	.0917	.0875
	Rib roast.....	.1146	.1083
OREGON.			
Portland.....	Chuck roast.....	.0900	.0900
	Chuck roast.....	.0900	.0900
	Chuck roast.....	.0800	.0800
	Rib roast.....	.1500	.1500
	Rib roast.....	.1500	.1500
	Rib roast.....	.1250	.1250
PENNSYLVANIA.			
Allegheny.....	Chuck.....	.1250	.1250
Allentown.....	Chuck roast, first cut.....	.1267	.1067
Bethlehem.....	Chuck roast, first cut.....	.1300	.1200
Chester.....	Brisket roast.....	.0500	.0500
	Chuck roast.....	.1175	.1200
	Chuck roast, first cut.....	.1250	.1325
	Rib roast.....	.1700	.1700
Harrisburg.....	Chuck roast.....	.1200	.1100
	Plate stew.....	.1000	.0833
	Rib roast.....	.1900	.1800
Lancaster.....	Brisket roast.....	.0800	.0800
	Chuck roast, best.....	.1233	.1233
	Chuck roast, neck.....	.1083	.1000
	Rib roast, first cut.....	.1683	.1650
	Rib roast, second cut.....	.1442	.1400
Philadelphia.....	Chuck roast.....	.1217	.1200
	Chuck roast.....	.1283	.1150
	Chuck roast.....	.1200	.1300
	Chuck roast.....	.1200	.1117

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Continued.

State and locality.	Description.	Average price.		
		1903.	1904.	
MONTANA.				
Butte.....	Chuck roast.....	\$0.0731	\$0.0708	
	Chuck roast.....	.0742	.0717	
	Rib roast.....	.1121	.1333	
	Rib roast.....	.1125	.1333	
NEBRASKA.				
Omaha.....	Chuck roast.....	.0819	.0814	
	Chuck roast.....	.0830	.0800	
	Chuck roast.....	.0875	.0875	
	Rib roast.....	.1354	.1458	
	Rib roast.....	.1146	.1125	
Rib roast.....	Rib roast.....	.1313	.1375	
	NEW HAMPSHIRE.			
Concord.....	Chuck roast, best cut.....	.0000	.0800	
	Rib roast, best, first cut.....	.1092	.1068	
	Rib roast, best, second cut.....	.1408	.1342	
	Sirloin roast, best.....	.2500	.2500	
Dover.....	Rib roast, prime, first cut.....	.1567	.1508	
	Rib roast, prime, second cut.....	.1300	.1150	
	Sirloin roast, prime, best.....	.2317	.2033	
	Chuck roast.....	.1400	.1400	
Manchester.....	Chuck roast.....	.1000	.1017	
	Rib roast.....	.2000	.2000	
	Rib roast, prime, first cut.....	.1400	.1400	
	Rib roast, prime, second cut.....	.1200	.1217	
NEW JERSEY.				
Bayonne.....	Blade roast.....	.1400	.1417	
	Chuck roast.....	.1200	.1233	
	Rib roast, best cut.....	.1600	.1650	
	Rib roast, prime.....	.1667	.1600	
Bridgeton.....	Chuck roast, home dressed.....	.1200	.1233	
	Rib roast, prime, best cut, home dressed.....	.1650	.1817	
Camden.....	Blade roast.....	.1000	.1075	
	Chuck roast.....	.1200	.1292	
Elizabeth.....	Rib roast, prime.....	.2200	.2217	
	Chuck roast.....	.1000	.1017	
	Chuck roast.....	.1250	.1325	
	Rib roast.....	.1200	.1217	
Jersey City.....	Rib roast.....	.1800	.1917	
	Chuck, best.....	.1100	.1258	
	Rib roast, best.....	.1883	.1917	
	Chuck roast.....	.1250	.1313	
Newark.....	Chuck roast.....	.1200	.1275	
	Chuck roast.....	.1200	.1250	
	Rib roast.....	.1600	.1700	
	Rib roast.....	.1600	.1700	
Paterson.....	Rib roast, best cut.....	.1600	.1700	
	NEW YORK.			
	Albany.....	Chuck roast.....	.1400	.1400
		Rib roast.....	.1667	.1800
Rib roast.....		.1867	.1817	
Rib roast, prime.....		.2117	.2000	
Buffalo.....	Chuck roast.....	.1067	.1000	
	Chuck roast.....	.1000	.0883	
	Chuck roast.....	.1058	.1002	
	Chuck roast, best.....	.1133	.1133	
	Chuck roast, best.....	.0975	.0970	
	Chuck roast, medium.....	.0775	.0750	
	Chuck roast, first grade.....	.1067	.1067	
	Chuck roast, second grade.....	.0867	.0867	
	Rib roast.....	.1258	.1200	
	Rib roast, prime.....	.1500	.1533	
	Rib roast, first grade.....	.1517	.1517	
	Rib roast, first grade.....	.1533	.1533	
	Rib roast, first grade.....	.1467	.1575	
	Rib roast, second grade.....	.1317	.1317	
	Rib roast, second grade.....	.1183	.1288	
	College Point.....	Chuck roast.....	.1200	.1150
Rib roast.....		.1850	.1925	
Chuck roast.....		.1200	.1200	
Pot roast.....		.1200	.1200	
Flushing.....	Rib roast.....	.1300	.1480	
	Rib roast, prime.....	.1950	.2033	
	Rib roast, prime.....	.1758	.1883	
	Rump roast.....	.1600	.1603	
New York.....	Soup meat.....	.1150	.1142	
	Soup meat.....	.0550	.1033	

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
NEW YORK—concluded.			
Rochester.....	Chuck roast.....	\$0.0867	\$0.0800
	Plate.....	.0433	.0433
	Rib roast, prime.....	.1288	.1400
Syracuse.....	Chuck roast, prime.....	.1400	.1400
	Rib roast, prime, best cut.....	.2200	.2150
	Rib roast, prime, second cut.....	.1917	.1900
Tompkinsville.....	Chuck roast, choice, best cut, Western.....	.1200	.1400
	Chuck roast, choice, Western.....	.1000	.1117
	Rib roast, choice, Western.....	.1600	.1600
NORTH CAROLINA.			
Durham.....	Chuck roast.....	.1250	.1250
	Loin roast.....	.1500	.1500
Winston-Salem.....	Loin roast, choice.....	.1500	.1500
	Rib roast, prime.....	.1500	.1354
OHIO.			
Cincinnati.....	Chuck roast.....	.0942	.0842
	Chuck, boiling.....	.0800	.0800
	Chuck roast.....	.0800	.0800
	Chuck roast.....	.1288	.1250
	Rib roast.....	.1250	.1375
	Rib roast, best.....	.1500	.1500
	Rib roast, medium.....	.1500	.1363
	Rib roast, medium.....	.1400	.1400
	Rib roast, prime.....	.1500	.1375
	Stew.....	.0800	.0700
Cleveland.....	Chuck roast.....	.0800	.0825
	Chuck roast.....	.1250	.1250
	Chuck roast.....	.1142	.1142
	Chuck roast, prime.....	.1200	.1184
	Neck, boiling.....	.0800	.0750
	Neck, boiling.....	.0758	.0758
	Plate, prime.....	.0567	.0600
	Plate, stew.....	.0800	.0800
	Rib roast.....	.1250	.1250
	Rib roast, not trimmed.....	.1200	.1200
	Rib roast, prime.....	.1600	.1600
	Rib roast, prime.....	.1500	.1475
	Rib roast, prime.....	.1600	.1600
	Rib roast, prime.....	.1542	.1542
	Sirloin roast, prime.....	.1800	.1800
Columbus.....	Chuck, boiling.....	.0700	.0700
	Chuck roast.....	.1000	.1100
	Plate.....	.0600	.0600
	Rib roast.....	.1800	.1800
Hamilton.....	Brisket or neck, boiling.....	.0800	.0800
	Chuck roast.....	.1100	.1117
Springfield.....	Neck, flank, or soft rib, boiling.....	.0917	.0875
	Rib roast.....	.1146	.1083
OREGON.			
Portland.....	Chuck roast.....	.0900	.0900
	Chuck roast.....	.0900	.0900
	Chuck roast.....	.0800	.0800
	Rib roast.....	.1500	.1500
	Rib roast.....	.1500	.1500
	Rib roast.....	.1250	.1250
PENNSYLVANIA.			
Allegheny.....	Chuck.....	.1250	.1250
Allentown.....	Chuck roast, first cut.....	.1267	.1067
Bethlehem.....	Chuck roast, first cut.....	.1300	.1200
Chester.....	Brisket roast.....	.0500	.0500
	Chuck roast.....	.1175	.1200
	Chuck roast, first cut.....	.1250	.1325
	Rib roast.....	.1700	.1700
Harrisburg.....	Chuck roast.....	.1200	.1100
	Plate stew.....	.1000	.0833
	Rib roast.....	.1900	.1800
Lancaster.....	Brisket roast.....	.0800	.0800
	Chuck roast, best.....	.1233	.1233
	Chuck roast, neck.....	.1083	.1000
	Rib roast, first cut.....	.1683	.1650
	Rib roast, second cut.....	.1442	.1400
Philadelphia.....	Chuck roast.....	.1217	.1200
	Chuck roast.....	.1283	.1150
	Chuck roast.....	.1200	.1300
	Chuck roast.....	.1200	.1117

For a comparison of the relative advance of retail prices of food and wages in the manufacturing and mechanical industries the reader is referred to the article on "Wages and hours of labor," pages 1 to 147 of this Bulletin. The increase in wages in many industries has exceeded the advance in food, but the **increased cost** of food has been felt by everyone and perhaps more keenly by those on salaries, as the general tendency is to advance employees on fixed salaries less rapidly than those employed by the day or week and whose services are contracted for at frequent intervals.

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904.

APPLES, EVAPORATED, PER POUND.

State and locality.	Description.	Average price.	
		1903.	1904.
ALABAMA.			
Birmingham.....	Apples, evaporated.....	\$0.1250	\$0.1250
Montgomery.....	Apples, evaporated.....	.1250	.1250
	Apples, evaporated.....	.1250	.1040
ARKANSAS.			
Little Rock.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1250	.1250
CALIFORNIA.			
Los Angeles.....	Apples, evaporated.....	.0967	.1000
	Apples, evaporated.....	.0800	.0800
Sacramento.....	Apples, evaporated, best.....	.0883	.1000
San Francisco.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1000	.1000
COLORADO.			
Denver.....	Apples, evaporated.....	.1000	.0933
	Apples, evaporated, best.....	.1250	.1250
CONNECTICUT.			
New Haven.....	Apples, evaporated.....	.1500	.1500
	Apples, evaporated.....	.1200	.1200
DELAWARE.			
Wilmington.....	Apples, evaporated.....	.0800	.0800
	Apples, evaporated.....	.0833	.0833
DISTRICT OF COLUMBIA.			
Washington.....	Apples, evaporated.....	.0800	.0800
	Apples, evaporated.....	.0800	.0800
	Apples, evaporated, medium.....	.1000	.1000
FLORIDA.			
Jacksonville.....	Apples, evaporated.....	.1250	.1250
	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1500	.1300
GEORGIA.			
Atlanta.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1146	.1000
ILLINOIS.			
Chicago.....	Apples, evaporated.....	.1250	.1125
	Apples, evaporated.....	.0983	.1000
	Apples, evaporated.....	.0975	.1000
Peoria.....	Apples, evaporated.....	.0833	.0833
	Apples, evaporated.....	.1000	.1000
INDIANA.			
Indianapolis.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.0800	.0800
IOWA.			
Des Moines.....	Apples, evaporated.....	.1250	.1250
	Apples, evaporated.....	.0833	.0833
Dubuque.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1000	.1000
KANSAS.			
Topeka.....	Apples, evaporated.....	.0875	.0881
	Apples, evaporated.....	.0881	.0881

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
VIRGINIA.			
Norfolk.....	Chuck roast.....	\$0.1000	\$0.1000
	Rib roast, prime.....	.1500	.1500
Petersburg.....	Rib roast, choice.....	.1528	.1500
Richmond.....	Chuck roast.....	.1000	.1000
	Chuck roast.....	.1000	.1000
	Rib roast, choice.....	.1500	.1500
	Rib roast, choice.....	.1500	.1500
	Rib roast, medium.....	.1250	.1250
	Rib roast, medium.....	.1250	.1250
WASHINGTON.			
Seattle.....	Chuck roast.....	.0750	.0750
	Chuck roast.....	.1000	.1000
	Chuck roast.....	.0800	.0800
	Plate, boiling.....	.0700	.0625
	Rib roast.....	.1375	.1375
	Rib roast.....	.1500	.1500
Tacoma.....	Rib roast.....	.1500	.1500
	Rib, boiling.....	.0733	.0733
	Rib roast, prime.....	.1438	.1500
WEST VIRGINIA			
Wheeling.....	Chuck roast.....	.1000	.0950
	Plate.....	.0800	.0750
	Rib roast.....	.1250	.1125
WISCONSIN.			
Milwaukee.....	Chuck roast.....	.1000	.1000
	Chuck roast.....	.1375	.1396
	Chuck roast.....	.0958	.0933
	Rib roast.....	.1450	.1400
	Rib roast.....	.1900	.1800
	Rib roast.....	.1100	.1100
Racine.....	Chuck roast.....	.1200	.1200
	Chuck roast.....	.1133	.1108
	Neck, boiling.....	.0667	.0642
	Neck or plate, boiling.....	.0933	.0800
	Neck or plate, boiling.....	.0775	.0800
	Rib roast.....	.1392	.1404
	Rib roast.....	.1433	.1417
	Rib roast.....	.1400	.1388
	Shoulder, boiling.....	.1000	.1000

BEEF, FRESH, STEAKS, PER POUND.

ALABAMA.			
Birmingham.....	Round.....	\$0.1500	\$0.1500
	Round.....	.1500	.1500
	Round.....	.1604	.1500
	Sirloin.....	.1750	.1750
	Sirloin.....	.1800	.1800
	Sirloin.....	.1750	.1750
Montgomery.....	Round.....	.1250	.1250
	Round.....	.1250	.1250
ARKANSAS.			
Little Rock.....	Round.....	.1250	.1250
	Round, best cut.....	.1500	.1500
	Round, home dressed.....	.1000	.1000
	Sirloin.....	.1750	.1750
	Sirloin.....	.1750	.1750
	Sirloin, home dressed.....	.1000	.1000
CALIFORNIA.			
Los Angeles.....	Round.....	.1250	.1250
	Round.....	.1250	.1250
	Round, bottom.....	.1250	.1250
	Round, top.....	.1500	.1500
	Sirloin.....	.1500	.1500
	Sirloin.....	.1600	.1600
	Sirloin, medium.....	.1500	.1500
Oakland.....	Round, bottom.....	.1250	.1250
	Round, top.....	.1500	.1500
Sacramento.....	Sirloin.....	.1800	.1575
San Francisco.....	Round.....	.1250	.1250
	Round.....	.1250	.1250
	Round.....	.1250	.1250

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

APPLES, EVAPORATED, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
PENNSYLVANIA.			
Philadelphia.....	Apples, evaporated.....	\$0.1200	\$0.1200
	Apples, evaporated.....	.1000	.1000
Pittsburg.....	Apples, evaporated, best.....	.1000	.1000
	Apples, evaporated.....	.1000	.1000
Scranton.....	Apples, evaporated.....	.1200	.1200
	Apples, evaporated.....	.1250	.1250
RHODE ISLAND.			
Natick.....	Apples, evaporated.....	.1200	.1200
Providence.....	Apples, evaporated.....	.1200	.1200
	Apples, evaporated.....	.1500	.1292
	Apples, evaporated.....	.1117	.1183
SOUTH CAROLINA.			
Charleston.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1000	.1000
SOUTH DAKOTA.			
Sioux Falls.....	Apples, evaporated.....	.1000	.0903
	Apples, evaporated.....	.1000	.1000
TENNESSEE.			
Memphis.....	Apples, evaporated.....	.1201	.1167
	Apples, evaporated.....	.1000	.1000
Nashville.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.0833	.0833
TEXAS.			
Dallas.....	Apples, evaporated.....	.1250	.1250
	Apples, evaporated.....	.1250	.1250
San Antonio.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1000	.1000
UTAH.			
Salt Lake City.....	Apples, evaporated.....	.1250	.1250
	Apples, evaporated.....	.1250	.1250
VIRGINIA.			
Richmond.....	Apples, evaporated.....	.1167	.0933
	Apples, evaporated.....	.1000	.1000
WASHINGTON.			
Seattle.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1250	.1250
WISCONSIN.			
Milwaukee.....	Apples, evaporated.....	.1000	.1000
	Apples, evaporated.....	.1000	.1000

BEANS, DRY, PER QUART.

ALABAMA.			
Birmingham.....	Navy.....	\$0.1250	\$0.1250
	Navy.....	.1250	.1250
ARKANSAS.			
Little Rock.....	Navy, sold by the pound.....	.1172	.1172
	Navy, sold by the pound.....	.1172	.1172
CALIFORNIA.			
Los Angeles.....	Navy, sold by the pound.....	.0750	.0750
	Pink, sold by the pound.....	.0688	.0750
Sacramento.....	White, best, sold by the pound.....	.0750	.0750
San Francisco.....	Navy, sold by the pound.....	.0750	.0750
	Pea.....	.1172	.1172
	Pea, sold by the pound.....	.0938	.0938
	Pink.....	.0716	.0781
COLORADO.			
Denver.....	Navy, sold by the pound.....	.0938	.0938
	Navy, sold in 5 and 6 pound lots.....	.0912	.0781
CONNECTICUT.			
New Haven.....	Pea.....	.1000	.1000
	Pea.....	.1000	.1000
DELAWARE.			
Wilmington.....	Navy.....	.1000	.1000
	Pea, small.....	.0800	.0800

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, STEAKS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
ILLINOIS—concluded.			
Chicago	Sirloin	\$0.1500	\$0.1500
	Sirloin	.1342	.1392
	Sirloin	.1500	.1517
East St Louis	Round	.1333	.1250
Peoria	Round	.1175	.1000
	Round	.1333	.1333
	Round	.1150	.1200
	Sirloin	.1358	.1250
	Sirloin	.1500	.1500
	Sirloin	.1558	.1575
Springfield	Round	.1354	.1500
INDIANA.			
Evansville	Round	.1250	.1250
Fort Wayne	Round	.1292	.1267
Indianapolis	Round	.1500	.1500
	Round	.1367	.1383
	Round	.1250	.1250
	Sirloin	.1800	.1800
	Sirloin	.1567	.1583
	Sirloin	.1500	.1500
South Bend	Round	.1550	.1354
Terre Haute	Chuck	.1000	.1146
	Chuck	.1050	.1000
	Round	.1250	.1396
	Round	.1250	.1250
	Round	.1417	.1167
	Sirloin	.1250	.1396
	Sirloin	.1500	.1500
	Sirloin	.1417	.1167
IOWA.			
Des Moines	Round	.1375	.1375
	Round	.1292	.1292
	Round	.1125	.1125
	Sirloin	.1500	.1500
	Sirloin	.1550	.1550
	Sirloin	.1167	.1167
Dubuque	Round	.1421	.1271
	Round	.1417	.1417
	Sirloin	.1708	.1708
	Sirloin	.1667	.1667
KANSAS.			
Topeka	Round	.1050	.1225
	Round	.1067	.1275
	Round	.1067	.1188
	Sirloin	.1500	.1500
	Sirloin	.1500	.1550
	Sirloin	.1500	.1525
KENTUCKY.			
Covington	Sirloin	.1500	.1500
Louisville	Round	.1067	.1033
	Round	.1250	.1250
	Sirloin	.1500	.1500
	Sirloin	.1500	.1500
LOUISIANA.			
New Orleans	Round	.1000	.1000
	Round	.1250	.1250
	Round	.1250	.1250
	Sirloin	.1500	.1500
	Sirloin	.1800	.1800
	Sirloin	.1600	.1700
MAINE.			
Bangor	Sirloin	.2500	.2867
Biddeford	Round	.1500	.1458
	Rump	.2783	.2592
Lewiston	Sirloin	.2800	.2833
Portland	Round	.1413	.1404
	Round	.1417	.1413
	Rump	.2500	.2625
	Sirloin	.2517	.2625
	Sirloin	.2575	.2667

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, STEAKS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MARYLAND.			
Baltimore	Round	\$0.1417	\$0.1517
	Round	.1408	.1417
	Round	.1350	.1433
	Round	.1400	.1442
	Sirloin	.1475	.1567
	Sirloin	.1758	.1767
	Sirloin	.1525	.1567
Mount Washington	Round	.1417	.1442
Sparrow Point	Round	.1363	.1400
MASSACHUSETTS.			
Boston	Round, bottom	.1500	.1517
	Round, bottom	.1500	.1508
	Round, bottom, Western	.1500	.1500
	Round, top	.2392	.2292
	Round, top	.2333	.2342
	Round, top, Western	.2333	.2392
	Sirloin	.2600	.2608
	Sirloin	.2608	.2767
	Sirloin, Western	.2867	.3042
Brockton	Sirloin	.3000	.3000
Cambridge	Round, top	.2000	.2092
Chelsea	Round, bottom	.1450	.1400
	Round, top	.2517	.2500
Fall River	Round	.1342	.1483
	Round	.1567	.1533
	Sirloin	.1917	.2200
	Sirloin	.2558	.2525
Hydepark	Sirloin	.2692	.2608
Lawrence	Round	.1650	.1850
Lynn	Round	.1967	.2158
Malden	Round	.1925	.1917
Quincy	Sirloin	.2658	.2750
Salem	Round	.2167	.1983
Somerville	Round	.1850	.1750
Springfield	Round, top	.2133	.2150
Worcester	Sirloin	.2783	.2767
MICHIGAN.			
Bay City	Sirloin	.1650	.1633
Detroit	Round	.1292	.1250
	Round	.1175	.1100
	Sirloin	.1517	.1525
	Sirloin	.1400	.1400
Grand Rapids	Round	.1300	.1250
	Round	.1250	.1146
	Round, best cut	.1171	.1308
	Sirloin	.1442	.1467
	Sirloin	.1450	.1313
	Sirloin, middle cut	.1667	.1600
Saginaw	Round	.1100	.1100
	Round, best cut	.1250	.1250
	Round, second cut	.1250	.1000
Wyandotte	Round	.1200	.1200
MINNESOTA.			
Duluth	Round	.1354	.1358
	Round	.1250	.1250
	Sirloin	.1625	.1625
	Sirloin	.1658	.1700
Minneapolis	Round	.1250	.1250
	Round	.1125	.1250
	Sirloin	.1500	.1500
	Sirloin	.1375	.1500
St. Paul	Chuck	.0900	.1025
	Porterhouse, first cut	.1650	.2233
	Round	.1325	.1413
	Sirloin	.1575	.1858
MISSOURI.			
Kansas City	Round	.1250	.1275
	Round	.1219	.1146
	Sirloin	.1500	.1525
	Sirloin	.1500	.1550
St. Louis	Round	.1000	.1083
	Round	.1200	.1113
	Round	.1167	.1163

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, STEAKS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MISSOURI—concluded.			
St. Louis	Sirloin	\$0.1500	\$0.1600
	Sirloin	.1525	.1550
	Sirloin	.1583	.1633
MONTANA.			
Butte	Round	.0944	.1007
	Round	.0944	.1007
	Sirloin	.1125	.1313
	Sirloin	.1125	.1313
NEBRASKA.			
Omaha	Round	.1000	.1000
	Round	.1167	.1188
	Round	.1063	.1250
	Sirloin	.1375	.1500
	Sirloin	.1500	.1500
	Sirloin	.1417	.1396
NEW HAMPSHIRE.			
Concord	Chuck, best	.1200	.1100
	Round, best cut	.1800	.1758
	Sirloin, best	.2500	.2500
Dover	Round, prime	.1479	.1500
	Sirloin, prime, best cut	.2317	.2258
	Sirloin, prime, second cut	.1842	.1967
Manchester	Round	.1800	.1833
	Round, prime, best cut	.2000	.2083
	Round, prime, second cut	.1600	.1633
	Sirloin	.2800	.2833
	Sirloin, prime	.2800	.2917
NEW JERSEY.			
Bayonne	Round, best	.1600	.1633
	Sirloin, first cut	.2000	.2067
Bridgeton	Chuck, best	.1275	.1250
	Round, best	.1717	.1600
	Sirloin, best	.2133	.2000
Camden	Round, best, home dressed	.1650	.1817
	Sirloin, first cut, home dressed	.2367	.2483
Elizabeth	Round, bone in	.1600	.1667
	Sirloin, flat bone	.2300	.2275
	Sirloin, round bone	.2000	.2050
Jersey City	Round	.1400	.1417
	Round	.1800	.1883
	Sirloin	.1800	.1833
	Sirloin	.2000	.2108
Newark	Round	.1700	.1850
Paterson	Round, boneless	.1800	.1850
Trenton	Round	.1600	.1650
	Round	.1600	.1700
	Round, best cut	.1600	.1700
	Round, second cut	.1250	.1288
	Sirloin	.1800	.1850
	Sirloin	.2000	.2117
	Sirloin, best cut	.2000	.2125
NEW YORK.			
Albany	Round	.1467	.1667
	Sirloin	.2500	.2500
Brooklyn	Chuck	.1267	.1217
	Round	.1883	.1900
	Round, prime	.1850	.1817
	Sirloin	.2067	.2017
	Sirloin	.2200	.2000
Buffalo	Round	.1271	.1225
	Round	.1250	.1267
	Round	.1333	.1350
	Round, best	.1400	.1250
	Round, first grade	.1500	.1500
	Round, first grade	.1363	.1363
	Round, second grade	.1300	.1300
	Round, second grade	.1175	.1175
	Rump	.1075	.1067
	Sirloin	.1525	.1533
	Sirloin	.1450	.1483
	Sirloin	.1483	.1483
	Sirloin, best	.1600	.1600
	Sirloin, first grade	.1900	.1900
	Sirloin, choice, first grade	.1750	.1750
	Sirloin, second grade	.1550	.1550
	Sirloin, second grade	.1550	.1550

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, STEAKS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
NEW YORK—concluded.			
Cohoes.....	Sirloin.....	\$0.2000	\$0.1800
Flushing.....	Round.....	.1600	.1750
Jamaica.....	Round.....	.1600	.1667
New York.....	Chuck.....	.1200	.1267
	Chuck, best.....	.1100	.1200
	Chuck, New York State.....	.1333	.1350
	Chuck, prime.....	.1400	.1425
	Round.....	.1600	.1600
	Round.....	.1758	.1883
	Round, good.....	.1583	.1500
	Round, New York State.....	.1900	.1917
	Round, prime.....	.2033	.1908
	Sirloin.....	.1700	.1700
	Sirloin, best, flat bone.....	.1867	.1717
	Sirloin, good.....	.2158	.2142
	Sirloin, prime.....	.2217	.2142
Poughkeepsie.....	Round.....	.1767	.1833
Rochester.....	Chuck.....	.0900	.0800
	Round.....	.1125	.1100
	Sirloin.....	.1288	.1267
Syracuse.....	Round, prime.....	.1500	.1475
	Sirloin, prime, first cut.....	.2000	.2000
	Sirloin, prime, second cut.....	.1800	.1800
Tompkinsville.....	Chuck, choice, Western.....	.1000	.1100
	Round, choice, Western.....	.1600	.1600
	Sirloin, choice, Western.....	.1800	.1900
Troy.....	Sirloin.....	.1967	.1800
NORTH CAROLINA.			
Winston-Salem.....	Sirloin.....	.1500	.1500
OHIO.			
Canton.....	Chuck.....	.1133	.1050
	Round.....	.1525	.1458
	Round.....	.1408	.1267
	Sirloin.....	.1517	.1467
Cincinnati.....	Round.....	.1250	.1063
	Round.....	.1250	.1250
	Round.....	.1250	.1125
	Sirloin, medium.....	.1483	.1417
	Sirloin, medium.....	.1500	.1438
	Sirloin, medium.....	.1600	.1600
Cleveland.....	Chuck, prime.....	.1000	.0925
	Chuck, prime.....	.1200	.1233
	Round.....	.1483	.1450
	Round, best.....	.1500	.1517
	Round, best, lower cut.....	.1600	.1550
	Round, prime.....	.1200	.1200
	Round, prime.....	.1233	.1308
	Round, upper cut.....	.1250	.1250
	Sirloin.....	.1867	.1833
	Sirloin, best.....	.1867	.1750
	Sirloin, first cut.....	.1600	.1450
	Sirloin, prime.....	.1800	.1867
	Sirloin, second cut.....	.1800	.1800
Columbus.....	Chuck.....	.1000	.1100
	Round.....	.1438	.1375
	Sirloin.....	.1833	.1800
Springfield.....	Round.....	.1517	.1367
Toledo.....	Round.....	.0992	.1008
OREGON.			
Portland.....	Round.....	.1250	.1250
	Round.....	.1250	.1250
	Round.....	.1250	.1250
	Sirloin, prime.....	.1500	.1500
	Sirloin.....	.1250	.1250
	Sirloin.....	.1500	.1500
PENNSYLVANIA.			
Allentown.....	Round.....	.1467	.1467
Altoona.....	Round.....	.1400	.1400
Bethlehem.....	Round.....	.1400	.1367
Chester.....	Round.....	.1700	.1667
	Round.....	.1600	.1567
	Rump.....	.1917	.1883

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, STEAKS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
PENNSYLVANIA—concluded.			
Chester.....	Sirloin.....	\$0.2342	\$0.2333
Harrisburg.....	Round.....	.1325	.1288
	Sirloin.....	.2000	.2000
Lancaster.....	Round.....	.1400	.1400
	Rump.....	.1600	.1600
	Sirloin.....	.2000	.2000
Norristown.....	Round.....	.1567	.1583
Philadelphia.....	Round.....	.1667	.1700
	Round.....	.1600	.1600
	Round, best.....	.1600	.1733
	Rump.....	.1817	.1833
	Rump.....	.1800	.1800
	Rump.....	.2000	.2167
	Rump, first-class.....	.2200	.2000
	Sirloin.....	.2242	.2317
	Sirloin.....	.2067	.2117
	Sirloin.....	.2375	.2000
	Sirloin, best.....	.2500	.2667
Pittsburg.....	Round.....	.1500	.1500
	Round.....	.1500	.1500
	Sirloin.....	.2000	.1867
	Sirloin.....	.2000	.2000
Reading.....	Round, first cut.....	.1425	.1325
	Round, second cut.....	.1250	.1200
	Rump.....	.1433	.1308
	Sirloin.....	.1404	.1425
Scranton.....	Round.....	.1750	.1800
	Round.....	.1533	.1650
	Sirloin.....	.2200	.2200
	Sirloin.....	.2250	.2300
Wilkesbarre.....	Round.....	.1400	.1450
Williamsport.....	Chuck.....	.1250	.1250
	Round, best.....	.1500	.1500
	Sirloin, first cut.....	.2000	.2000
RHODE ISLAND.			
Natick.....	Chuck.....	.1483	.1500
	Round.....	.1950	.1983
	Sirloin.....	.2933	.3042
Providence.....	Round.....	.1800	.1817
	Round.....	.1883	.1950
	Rump.....	.1600	.1558
	Sirloin, trimmed.....	.3300	.3300
	Sirloin, trimmed.....	.3192	.3308
SOUTH CAROLINA.			
Charleston.....	Round.....	.1063	.1083
	Round.....	.1250	.1250
	Round, Western.....	.1250	.1250
	Sirloin, first choice.....	.1575	.1333
	Sirloin, Western.....	.1500	.1500
	Sirloin, Western.....	.1300	.1300
SOUTH DAKOTA.			
Sioux Falls.....	Round.....	.1000	.1000
	Round.....	.1000	.1000
	Round.....	.1000	.1000
	Sirloin.....	.1354	.1250
	Sirloin.....	.1417	.1417
	Sirloin.....	.1500	.1500
TENNESSEE.			
Chattanooga.....	Chuck.....	.1125	.1104
	Sirloin.....	.1542	.1500
Memphis.....	Chuck.....	.1083	.1083
	Chuck.....	.1000	.1000
	Chuck, best cut.....	.1000	.1000
	Round.....	.1333	.1313
	Round.....	.1300	.1250
	Round, medium cut.....	.1000	.1000
	Sirloin.....	.1563	.1500
	Sirloin, good cut.....	.1800	.1800
	Chuck, best cut.....	.1000	.1000
Nashville.....	Round.....	.1396	.1250
	Round.....	.1125	.1146
	Sirloin.....	.1250	.1250
	Sirloin, best cut.....	.1354	.1354

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Continued.

State and locality,	Description.	Average price.	
		1903.	1904.
FLORIDA.			
Jacksonville.....	Chuck roast.....	\$0.1250	\$0.1250
	Chuck roast.....	.0933	.0925
	Chuck roast.....	.1000	.1000
	Cuck roast, home dressed.....	.1000	.1000
	Chuck roast, Western.....	.1000	.1000
	Rib roast.....	.2000	.2000
	Rib roast.....	.1808	.1800
	Rib roast.....	.2000	.2000
	Rib roast, home dressed.....	.1250	.1250
Rib roast, Western.....	.1500	.1500	
GEORGIA.			
Atlanta.....	Chuck roast.....	.1000	.1000
	Chuck roast.....	.1250	.1250
	Chuck roast.....	.1000	.1000
	Rib roast.....	.1250	.1250
	Rib roast.....	.1967	.1867
	Rib roast.....	.1771	.1704
	Stew.....	.0633	.0633
Columbus.....	Stew.....	.0608	.0542
	Rib roast.....	.1250	.1250
ILLINOIS.			
Chicago.....	Chuck roast.....	.0750	.0633
	Chuck roast.....	.1017	.1025
	Chuck roast.....	.1000	.1000
	Rib roast.....	.1054	.0917
	Rib roast.....	.1200	.0992
	Rib roast.....	.1300	.1333
	Rib roast.....	.1200	.1000
	Rib roast.....	.1250	.1313
	Chuck roast.....	.0883	.0800
Peoria.....	Chuck roast.....	.0975	.0817
	Chuck roast.....	.0625	.0604
	Rib roast.....	.1100	.1000
	Rib roast.....	.1067	.0900
	Rib roast.....	.1067	.1167
INDIANA.			
Indianapolis.....	Chuck roast.....	.1250	.1250
	Chuck roast.....	.1067	.1083
	Chuck roast.....	.1000	.1000
	Rib roast.....	.1500	.1500
	Rib roast.....	.1067	.1083
	Rib roast.....	.1250	.1250
Terre Haute.....	Rib roast.....	.1000	.1146
	Rib roast.....	.1125	.1133
	Rump roast.....	.1125	.1133
	Short rib roast.....	.1250	.1396
	Short rib roast.....	.1500	.1500
IOWA.			
Des Moines.....	Chuck roast.....	.0817	.0817
	Chuck roast.....	.1000	.1000
	Chuck roast.....	.0725	.0725
	Rib roast.....	.1525	.1525
	Rib roast.....	.1833	.1900
	Rib roast.....	.1146	.1146
Dubuque.....	Chuck roast.....	.0933	.0933
	Chuck roast.....	.1042	.1000
	Rib roast.....	.1500	.1500
	Rib roast.....	.1250	.1250
KANSAS.			
Topeka.....	Chuck roast.....	.0903	.0880
	Chuck roast.....	.0958	.0958
	Chuck roast.....	.0931	.0917
	Rib roast.....	.1375	.1375
	Rib roast.....	.1417	.1417
Rib roast.....	.1354	.1375	
KENTUCKY.			
Covington.....	Neck or plate, stew.....	.0642	.0575
	Rib roast.....	.1250	.1250
do.....	Chuck roast.....	.0900	.0800
	Chuck roast.....	.0892	.0892
	Rib roast.....	.1288	.1183
	Rib roast.....	.1325	.1325
	Roast.....	.1400	.1350
	Roast.....	.1200	.1200

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1901.
LOUISIANA.			
New Orleans.....	Chuck roast.....	\$0.0900	\$0.0900
	Chuck roast.....	.0900	.0900
	Chuck roast.....	.0900	.0900
	Rib roast.....	.1500	.1500
	Rib roast.....	.1800	.1800
	Rib roast.....	.1500	.1500
MAINE.			
Lewiston.....	Soup meat.....	.0700	.0700
Portland.....	Chuck roast.....	.0975	.0983
	Chuck roast.....	.0983	.1050
	Rib roast.....	.1533	.1583
	Rib roast.....	.1583	.1617
MARYLAND.			
Baltimore.....	Brisket roast.....	.0500	.0500
	Chuck roast.....	.1325	.1325
	Chuck roast.....	.0900	.0900
	Chuck roast.....	.1000	.1000
	Plate or top rib, roast.....	.0700	.0700
	Rib roast.....	.1683	.1642
	Rib roast, back cut.....	.1050	.1067
	Rib roast, first cut.....	.1525	.1300
	Rib roast, prime, first cut.....	.1750	.1800
MASSACHUSETTS.			
Boston.....	Chuck roast.....	.1000	.1117
	Chuck roast.....	.1000	.1167
	Chuck roast.....	.1000	.0933
	Rib roast.....	.1950	.1950
	Rib roast.....	.2067	.2108
	Rib roast, Western.....	.2067	.2033
Chelsea.....	Rib roast, first cut.....	.1933	.1950
Fall River.....	Chuck roast.....	.0833	.0925
	Chuck roast, medium.....	.0867	.0867
	Rib roast.....	.1300	.1300
	Rib roast.....	.2067	.2000
	Sirloin roast.....	.2667	.2767
Malden.....	Rump roast.....	.1808	.1950
	Standing, rib roast.....	.1833	.1800
MICHIGAN.			
Detroit.....	Boiling.....	.0767	.0700
	Chuck roast.....	.0900	.0896
	Chuck roast.....	.0900	.0900
	Rib roast.....	.1142	.1133
	Rib roast.....	.1100	.1100
Grand Rapids.....	Rib roast.....	.1213	.1300
	Rib roast.....	.1325	.1125
	Rib roast, first grade.....	.1467	.1400
Wyandotte.....	Boiling.....	.0900	.0850
MINNESOTA.			
Duluth.....	Chuck roast.....	.1129	.1121
	Chuck roast.....	.1000	.1000
	Rib roast.....	.1363	.1375
	Rib roast, best.....	.1500	.1500
Minneapolis.....	Boiling.....	.0500	.0500
	Chuck roast.....	.0883	.0883
	Chuck roast.....	.0800	.0800
	Rib roast.....	.1354	.1500
	Rib roast, choice, best cut.....	.1700	.1438
St. Paul.....	Boiling.....	.0500	.0517
	Chuck roast.....	.0883	.1025
	Rib roast.....	.1325	.1658
MISSOURI.			
Kansas City.....	Chuck roast.....	.0918	.0931
	Chuck roast.....	.1000	.0875
	Rib roast.....	.1458	.1550
	Rib roast.....	.1500	.1567
St. Louis.....	Boiling.....	.0983	.0903
	Boiling.....	.0917	.0900
	Chuck roast.....	.1250	.1338
	Chuck roast.....	.1263	.1288
	Chuck roast.....	.1263	.1333
	Chuck roast, medium.....	.1233	.1229
	Rib roast.....	.1500	.1583
	Rib roast.....	.1500	.1567
	Rib roast, prime.....	.1396	.1396
	Rib roast, prime.....	.1583	.1600

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MONTANA.			
Butte.....	Chuck roast.....	\$0.0731	\$0.0708
	Chuck roast.....	.0742	.0717
	Rib roast.....	.1121	.1333
	Rib roast.....	.1125	.1333
NEBRASKA.			
Omaha.....	Chuck roast.....	.0819	.0814
	Chuck roast.....	.0830	.0800
	Chuck roast.....	.0875	.0875
	Rib roast.....	.1354	.1458
	Rib roast.....	.1146	.1125
NEW HAMPSHIRE.			
Concord.....	Chuck roast, best cut.....	.0900	.0800
	Rib roast, best, first cut.....	.1692	.1608
	Rib roast, best, second cut.....	.1408	.1342
	Sirloin roast, best.....	.2500	.2500
Dover.....	Rib roast, prime, first cut.....	.1567	.1508
	Rib roast, prime, second cut.....	.1300	.1150
	Sirloin roast, prime, best.....	.2317	.2033
	Chuck roast.....	.1400	.1400
Manchester.....	Chuck roast.....	.1000	.1017
	Rib roast.....	.2000	.2000
	Rib roast, prime, first cut.....	.1400	.1400
	Rib roast, prime, second cut.....	.1200	.1217
NEW JERSEY.			
Bayonne.....	Blade roast.....	.1400	.1417
	Chuck roast.....	.1230	.1233
Bridgeton.....	Rib roast, best cut.....	.1600	.1650
	Rib roast, prime.....	.1667	.1600
Camden.....	Chuck roast, home dressed.....	.1200	.1233
	Rib roast, prime, best cut, home dressed.....	.1650	.1817
Elizabeth.....	Blade roast.....	.1600	.1675
	Chuck roast.....	.1200	.1292
Jersey City.....	Rib roast, prime.....	.2200	.2217
	Chuck roast.....	.1000	.1017
	Chuck roast.....	.1250	.1325
Newark.....	Rib roast.....	.1200	.1217
	Rib roast.....	.1800	.1917
Paterson.....	Chuck, best.....	.1100	.1258
	Rib roast, best.....	.1883	.1917
Trenton.....	Chuck roast.....	.1250	.1313
	Chuck roast.....	.1200	.1275
	Chuck roast.....	.1200	.1250
	Rib roast.....	.1600	.1700
	Rib roast, best cut.....	.1600	.1700
NEW YORK.			
Albany.....	Chuck roast.....	.1400	.1400
	Rib roast.....	.1667	.1800
Brooklyn.....	Rib roast.....	.1867	.1817
	Rib roast, prime.....	.2117	.2000
Buffalo.....	Chuck roast.....	.1067	.1000
	Chuck roast.....	.1000	.0883
	Chuck roast.....	.1058	.1092
	Chuck roast, best.....	.1133	.1133
	Chuck roast, best.....	.0975	.0950
	Chuck roast, medium.....	.0775	.0750
	Chuck roast, first grade.....	.1067	.1067
	Chuck roast, second grade.....	.0867	.0867
	Rib roast.....	.1238	.1200
	Rib roast, prime.....	.1500	.1533
	Rib roast, first grade.....	.1517	.1517
	Rib roast, first grade.....	.1533	.1523
	Rib roast, first grade.....	.1467	.1575
	Rib roast, second grade.....	.1317	.1317
	Rib roast, second grade.....	.1183	.1288
College Point.....	Chuck roast.....	.1200	.1150
	Rib roast.....	.1850	.1925
Flushing..... New York.....	Chuck roast.....	.1200	.1200
	Pot roast.....	.1200	.1200
	Rib roast.....	.1400	.1480
	Rib roast, prime.....	.1950	.2033
	Rib roast, prime.....	.1758	.1883
	Rump roast.....	.1600	.1600
	Soup meat.....	.1150	.1142
	Soup meat.....	.0950	.1033

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
NEW YORK—concluded.			
Rochester.....	Chuck roast.....	\$0.0867	\$0.0800
	Plate.....	.0433	.0433
	Rib roast, prime.....	.1288	.1400
Syracuse.....	Chuck roast, prime.....	.1400	.1400
	Rib roast, prime, best cut.....	.2200	.2150
	Rib roast, prime, second cut.....	.1917	.1900
Tompkinsville.....	Chuck roast, choice, best cut, Western.....	.1200	.1400
	Chuck roast, choice, Western.....	.1000	.1117
	Rib roast, choice, Western.....	.1600	.1600
NORTH CAROLINA.			
Durham.....	Chuck roast.....	.1250	.1250
	Loin roast.....	.1500	.1500
Winston-Salem.....	Loin roast, choice.....	.1500	.1500
	Rib roast, prime.....	.1300	.1354
OHIO.			
Cincinnati.....	Chuck roast.....	.0942	.0842
	Chuck, boiling.....	.0800	.0800
	Chuck roast.....	.0800	.0800
	Chuck roast.....	.1288	.1250
	Rib roast.....	.1250	.1375
	Rib roast, best.....	.1500	.1500
	Rib roast, medium.....	.1500	.1363
	Rib roast, medium.....	.1400	.1400
	Rib roast, prime.....	.1500	.1375
	Stew.....	.0800	.0700
Cleveland.....	Chuck roast.....	.0800	.0825
	Chuck roast.....	.1250	.1250
	Chuck roast.....	.1142	.1142
	Chuck roast, prime.....	.1200	.1183
	Neck, boiling.....	.0800	.0750
	Neck, boiling.....	.0758	.0758
	Plate, prime.....	.0567	.0600
	Plate, stew.....	.0800	.0800
	Rib roast.....	.1250	.1250
	Rib roast, not trimmed.....	.1200	.1200
	Rib roast, prime.....	.1600	.1600
	Rib roast, prime.....	.1500	.1475
	Rib roast, prime.....	.1600	.1600
	Rib roast, prime.....	.1542	.1542
	Sirloin roast, prime.....	.1800	.1800
Columbus.....	Chuck, boiling.....	.0700	.0700
	Chuck roast.....	.1000	.1100
	Plate.....	.0600	.0600
	Rib roast.....	.1800	.1800
Hamilton.....	Brisket or neck, boiling.....	.0800	.0800
	Chuck roast.....	.1100	.1117
Springfield.....	Neck, flank, or soft rib, boiling.....	.0917	.0875
	Rib roast.....	.1146	.1083
OREGON.			
Portland.....	Chuck roast.....	.0900	.0900
	Chuck roast.....	.0900	.0900
	Chuck roast.....	.0800	.0800
	Rib roast.....	.1500	.1500
	Rib roast.....	.1500	.1500
	Rib roast.....	.1250	.1250
PENNSYLVANIA.			
Allegheny.....	Chuck.....	.1250	.1250
Allentown.....	Chuck roast, first cut.....	.1267	.1067
Bethlehem.....	Chuck roast, first cut.....	.1300	.1200
Chester.....	Brisket roast.....	.0500	.0500
	Chuck roast.....	.1175	.1200
	Chuck roast, first cut.....	.1250	.1325
	Rib roast.....	.1700	.1700
Harrisburg.....	Chuck roast.....	.1200	.1100
	Plate stew.....	.1000	.0833
	Rib roast.....	.1900	.1800
Lancaster.....	Brisket roast.....	.0800	.0800
	Chuck roast, best.....	.1233	.1233
	Chuck roast, neck.....	.1083	.1000
	Rib roast, first cut.....	.1683	.1650
	Rib roast, second cut.....	.1442	.1400
Philadelphia.....	Chuck roast.....	.1217	.1200
	Chuck roast.....	.1283	.1150
	Chuck roast.....	.1200	.1300
	Chuck roast.....	.1200	.1117

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
PENNSYLVANIA—concluded.			
Philadelphia.....	Rib roast.....	\$0.1600	\$0.1717
	Rib roast.....	.1533	.1350
	Rib roast.....	.2000	.2167
	Rib roast.....	.1800	.1783
	Rib roast, choice.....	.1867	.1983
	Rump roast.....	.1050	.1050
Pittsburg.....	Chuck roast.....	.1250	.1250
	Chuck roast.....	.1250	.1250
	Rib roast.....	.1700	.1700
Reading.....	Rib roast, medium.....	.1800	.1800
	Chuck roast, best.....	.1200	.1117
	Rib roast, prime.....	.1367	.1400
	Rib roast, second cut.....	.1450	.1483
Scranton.....	Stew.....	.0833	.0833
	Chuck roast.....	.1179	.1250
	Chuck roast, first cut.....	.1283	.1288
	Rib roast.....	.1800	.1850
Wilkesbarre.....	Rib roast.....	.1933	.2000
Williamsport.....	Chuck roast, first cut.....	.1229	.1000
	Chuck roast.....	.1250	.1000
	Plate or brisket, stew.....	.0800	.0800
	Rib roast, second cut.....	.1400	.1400
RHODE ISLAND.			
Natick.....	Rib roast.....	.1600	.1767
Providence.....	Chuck roast.....	.1375	.1442
	Rib roast.....	.2200	.2200
	Rib roast.....	.1800	.1817
SOUTH CAROLINA.			
Charleston.....	Brisket.....	.0858	.0850
	Chuck roast, home dressed.....	.1000	.1000
	Chuck roast, Western.....	.1000	.1000
	Chuck roast, Western.....	.0900	.0900
	Rib roast, home dressed.....	.1300	.1300
	Rib roast, Western.....	.1500	.1500
	Rib roast, Western.....	.1250	.1250
	Rib roast, Western.....	.1250	.1250
SOUTH DAKOTA.			
Sioux Falls.....	Chuck roast.....	.0833	.0833
	Chuck roast.....	.0942	.0925
	Chuck roast.....	.0833	.0833
	Rib roast.....	.1250	.1250
	Rib roast.....	.1375	.1333
	Rib roast.....	.1250	.1288
TENNESSEE.			
Chattanooga.....	Brisket.....	.0600	.0575
Memphis.....	Brisket.....	.0750	.0850
	Brisket, best cut.....	.0800	.0800
	Brisket roast.....	.0800	.0750
	Chuck roast.....	.1042	.1000
	Chuck roast, best.....	.1000	.1000
	Rib roast.....	.1429	.1429
	Rib roast.....	.1300	.1250
	Rib roast, medium cut.....	.1250	.1250
	Brisket roast.....	.0633	.0667
	Chuck roast.....	.0800	.0800
	Chuck roast, best cut.....	.0975	.0975
	Rib roast.....	.1375	.1250
	Rib roast, best cut.....	.1208	.1208
	Rib roast, best cut.....	.1208	.1208
TEXAS.			
Dallas.....	Chuck roast.....	.1000	.1000
	Chuck roast.....	.1000	.1000
	Chuck roast.....	.1000	.1000
	Rib roast.....	.1250	.1250
	Rib roast.....	.1250	.1250
	Rib roast, prime.....	.1250	.1250
	Chuck roast.....	.0500	.0500
	Chuck roast.....	.0600	.0600
San Antonio.....	Chuck roast.....	.0700	.0700
	Rib roast.....	.1250	.1250
	Rib roast.....	.1250	.1250
	Rib roast.....	.1250	.1250
	Rib roast.....	.1000	.1000
UTAH.			
Salt Lake City.....	Chuck roast.....	.1083	.1000
	Chuck roast.....	.1000	.1000
	Chuck roast.....	.1083	.1000
	Rib roast.....	.1500	.1500
	Rib roast, medium.....	.1250	.1250
	Rib roast, prime.....	.1708	.1750

TABLE 1.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, ROASTS AND STEWS, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
VIRGINIA.			
Norfolk.....	Chuck roast.....	\$0.1000	\$0.1000
	Rib roast, prime.....	.1500	.1500
Petersburg.....	Rib roast, choice.....	.1528	.1500
Richmond.....	Chuck roast.....	.1000	.1000
	Chuck roast.....	.1000	.1000
	Rib roast, choice.....	.1500	.1500
	Rib roast, choice.....	.1500	.1500
	Rib roast, medium.....	.1250	.1250
	Rib roast, medium.....	.1250	.1250
WASHINGTON.			
Seattle.....	Chuck roast.....	.0750	.0750
	Chuck roast.....	.1000	.1000
	Chuck roast.....	.0800	.0800
	Plate, boiling.....	.0700	.0625
	Rib roast.....	.1375	.1375
	Rib roast.....	.1500	.1500
	Rib roast.....	.1500	.1500
Tacoma.....	Rib, boiling.....	.0733	.0733
	Rib roast, prime.....	.1438	.1500
WEST VIRGINIA			
Wheeling.....	Chuck roast.....	.1000	.0950
	Plate.....	.0800	.0750
	Rib roast.....	.1250	.1125
WISCONSIN.			
Milwaukee.....	Chuck roast.....	.1000	.1000
	Chuck roast.....	.1375	.1396
	Chuck roast.....	.0958	.0933
	Rib roast.....	.1450	.1400
	Rib roast.....	.1900	.1800
	Rib roast.....	.1100	.1100
Racine.....	Chuck roast.....	.1200	.1200
	Chuck roast.....	.1133	.1108
	Neck, boiling.....	.0667	.0642
	Neck or plate, boiling.....	.0933	.0800
	Neck or plate, boiling.....	.0775	.0800
	Rib roast.....	.1392	.1404
	Rib roast.....	.1433	.1417
	Rib roast.....	.1400	.1388
	Shoulder, boiling.....	.1000	.1000

BEEF, FRESH, STEAKS, PER POUND.

ALABAMA.			
Birmingham.....	Round.....	\$0.1500	\$0.1500
	Round.....	.1500	.1500
	Round.....	.1604	.1500
	Sirloin.....	.1750	.1750
	Sirloin.....	.1800	.1800
	Sirloin.....	.1750	.1750
Montgomery.....	Round.....	.1250	.1250
	Round.....	.1250	.1250
ARKANSAS.			
Little Rock.....	Round.....	.1250	.1250
	Round, best cut.....	.1500	.1500
	Round, home dressed.....	.1000	.1000
	Sirloin.....	.1750	.1750
	Sirloin.....	.1750	.1750
	Sirloin, home dressed.....	.1000	.1000
CALIFORNIA.			
Los Angeles.....	Round.....	.1250	.1250
	Round.....	.1250	.1250
	Round, bottom.....	.1250	.1250
	Round, top.....	.1500	.1500
	Sirloin.....	.1500	.1500
	Sirloin.....	.1600	.1600
	Sirloin, medium.....	.1500	.1500
Oakland.....	Round, bottom.....	.1250	.1250
	Round, top.....	.1500	.1500
Sacramento.....	Sirloin.....	.1800	.1575
San Francisco.....	Round.....	.1250	.1250
	Round.....	.1250	.1250
	Round.....	.1250	.1250

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, STEAKS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
CALIFORNIA—concluded.			
San Francisco.....	Round.....	\$0.1250	\$0.1250
	Sirloin.....	.1500	.1500
	Sirloin.....	.1500	.1500
	Sirloin.....	.1500	.1500
	Sirloin.....	.1500	.1500
	Sirloin, first cut.....	.1250	.1250
COLORADO.			
Denver.....	Round.....	.1500	.1500
	Round.....	.1133	.1211
	Sirloin.....	.2000	.2000
	Sirloin.....	.1458	.1521
Leadville.....	Chuck.....	.0917	.1013
	Round.....	.1188	.1321
	Sirloin.....	.1750	.1713
CONNECTICUT.			
Bridgeport.....	Chuck, prime.....	.1208	.1100
	Round, prime.....	.1383	.1400
Hartford.....	Sirloin.....	.2500	.2500
Middletown.....	Round.....	.1600	.1600
New Haven.....	Round.....	.1850	.1900
	Round.....	.1900	.2200
	Sirloin.....	.2083	.2200
	Sirloin.....	.2100	.2417
	Round.....	.1533	.1517
	Round.....	.1300	.1325
Stamford.....	Round, best inside cut.....	.2000	.2050
	Round, prime, lower cut.....	.1600	.1683
	Sirloin, prime, best.....	.2000	.2133
	Round, prime.....	.1533	.1550
Torrington.....	Sirloin, prime, best cut.....	.1917	.1983
	Round.....	.1767	.1767
DELAWARE.			
Wilmington.....	Round.....	.1800	.1850
	Round.....	.1800	.1700
	Sirloin, best cut.....	.2500	.2500
DISTRICT OF COLUMBIA.			
Washington.....	Chuck.....	.1258	.1250
	Chuck.....	.1250	.1250
	Chuck.....	.1000	.1042
	Round.....	.1533	.1500
	Round.....	.1500	.1500
	Round.....	.1500	.1396
	Sirloin.....	.2000	.1900
	Sirloin, prime, best.....	.1833	.1833
	Sirloin.....	.1800	.1800
FLORIDA.			
Jacksonville.....	Round.....	.1800	.1800
	Round.....	.1333	.1354
	Round.....	.1500	.1500
	Round.....	.1500	.1500
	Sirloin.....	.2000	.2000
	Sirloin.....	.1900	.1892
	Sirloin.....	.2000	.2000
	Sirloin, home dressed.....	.1500	.1500
	Sirloin, Western.....	.1800	.1800
GEORGIA.			
Atlanta.....	Round.....	.1250	.1250
	Round.....	.1500	.1500
	Round.....	.1250	.1250
	Sirloin.....	.1500	.1500
	Sirloin.....	.2000	.2042
	Sirloin.....	.1750	.1604
Columbus.....	Round.....	.1250	.1250
ILLINOIS.			
Chicago.....	Chuck.....	.0700	.0800
	Chuck.....	.0900	.0917
	Round.....	.1000	.1000
	Round.....	.1050	.1100
	Round.....	.1000	.0975
	Round.....	.1250	.1250
	Round.....	.1250	.1250
	Round.....	.1067	.1083

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, STEAKS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
ILLINOIS—concluded.			
Chicago	Sirloin	\$0.1500	\$0.1500
	Sirloin	.1342	.1392
	Sirloin	.1500	.1517
East St Louis	Round	.1333	.1250
Peoria	Round	.1175	.1000
	Round	.1333	.1333
	Round	.1150	.1200
	Sirloin	.1358	.1250
	Sirloin	.1500	.1500
	Sirloin	.1558	.1575
Springfield	Round	.1354	.1500
INDIANA.			
Evansville	Round	.1250	.1250
Fort Wayne	Round	.1292	.1267
Indianapolis	Round	.1500	.1500
	Round	.1367	.1383
	Round	.1250	.1250
	Sirloin	.1800	.1800
	Sirloin	.1567	.1583
	Sirloin	.1500	.1500
South Bend	Round	.1550	.1354
Terre Haute	Chuck	.1000	.1146
	Chuck	.1050	.1000
	Round	.1250	.1396
	Round	.1250	.1250
	Round	.1417	.1167
	Sirloin	.1250	.1396
	Sirloin	.1500	.1500
	Sirloin	.1417	.1167
IOWA.			
Des Moines	Round	.1375	.1375
	Round	.1292	.1292
	Round	.1125	.1125
	Sirloin	.1500	.1500
	Sirloin	.1550	.1550
	Sirloin	.1167	.1167
Dubuque	Round	.1421	.1271
	Round	.1417	.1417
	Sirloin	.1708	.1708
	Sirloin	.1667	.1667
KANSAS.			
Topeka	Round	.1050	.1225
	Round	.1067	.1275
	Round	.1067	.1188
	Sirloin	.1500	.1500
	Sirloin	.1500	.1550
	Sirloin	.1500	.1525
KENTUCKY.			
Covington	Sirloin	.1500	.1500
Louisville	Round	.1067	.1033
	Round	.1250	.1250
	Sirloin	.1500	.1500
	Sirloin	.1500	.1500
LOUISIANA.			
New Orleans	Round	.1000	.1000
	Round	.1250	.1250
	Round	.1250	.1250
	Sirloin	.1500	.1500
	Sirloin	.1800	.1800
	Sirloin	.1600	.1700
MAINE.			
Bangor	Sirloin	.2500	.2867
Biddeford	Round	.1500	.1458
	Rump	.2783	.2592
Lewiston	Sirloin	.2800	.2833
Portland	Round	.1413	.1404
	Round	.1417	.1413
	Rump	.2500	.2625
	Sirloin	.2517	.2625
	Sirloin	.2575	.2667

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, STEAKS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MARYLAND.			
Baltimore.....	Round.....	\$0.1417	\$0.1517
	Round.....	.1408	.1417
	Round.....	.1350	.1433
	Round.....	.1400	.1442
	Sirloin.....	.1475	.1507
	Sirloin.....	.1758	.1767
Mount Washington.....	Sirloin.....	.1525	.1567
Sparrow Point.....	Round.....	.1417	.1442
	Round.....	.1363	.1400
MASSACHUSETTS.			
Boston.....	Round, bottom.....	.1500	.1517
	Round, bottom.....	.1500	.1508
	Round, bottom, Western.....	.1500	.1500
	Round, top.....	.2392	.2292
	Round, top.....	.2333	.2342
	Round, top, Western.....	.2333	.2392
	Sirloin.....	.2600	.2608
	Sirloin.....	.2608	.2767
	Sirloin, Western.....	.2867	.3042
Brockton.....	Sirloin.....	.3000	.3000
Cambridge.....	Round, top.....	.2000	.2092
Chelsea.....	Round, bottom.....	.1450	.1400
	Round, top.....	.2517	.2500
Fall River.....	Round.....	.1342	.1483
	Round.....	.1567	.1533
	Sirloin.....	.1917	.2200
	Sirloin.....	.2558	.2525
Hydepark.....	Sirloin.....	.2692	.2608
Lawrence.....	Sirloin.....	.1650	.1850
Lynn.....	Round.....	.1967	.2158
Malden.....	Round.....	.1925	.1917
Quincy.....	Round.....	.2658	.2750
Salem.....	Sirloin.....	.2167	.1983
Somerville.....	Round.....	.1850	.1750
Springfield.....	Round, top.....	.2133	.2150
Worcester.....	Sirloin.....	.2783	.2767
MICHIGAN.			
Bay City.....	Sirloin.....	.1650	.1633
Detroit.....	Round.....	.1292	.1250
	Round.....	.1175	.1100
	Sirloin.....	.1517	.1525
	Sirloin.....	.1400	.1400
Grand Rapids.....	Round.....	.1300	.1250
	Round.....	.1250	.1146
	Round, best cut.....	.1171	.1308
	Sirloin.....	.1442	.1467
	Sirloin.....	.1450	.1313
	Sirloin, middle cut.....	.1667	.1600
Saginaw.....	Round.....	.1100	.1100
	Round, best cut.....	.1250	.1250
	Round, second cut.....	.1250	.1000
Wyandotte.....	Round.....	.1200	.1200
MINNESOTA.			
Duluth.....	Round.....	.1633	.1400
	Round.....	.1600	.1400
	Sirloin.....	.1625	.1600
	Sirloin.....	.1633	.1600
Minneapolis.....	Round.....	.1233	.1200
	Round.....	.1133	.1200
	Sirloin.....	.1600	.1600
St. Paul.....	Chuck.....		
	Porterhouse, first.....		
	Round.....		
	Sirloin.....		
MISSOURI.			
Kansas City.....	Round.....		
	Round.....		
	Sirloin.....		
St. Louis.....	Round.....		

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, STEAKS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MISSOURI—concluded.			
St. Louis	Sirloin	\$0.1500	\$0.1600
	Sirloin	.1525	.1550
	Sirloin	.1583	.1633
MONTANA.			
Butte	Round	.0944	.1007
	Round	.0944	.1007
	Sirloin	.1125	.1313
	Sirloin	.1125	.1313
NEBRASKA.			
Omaha	Round	.1000	.1000
	Round	.1167	.1188
	Round	.1063	.1250
	Sirloin	.1375	.1500
	Sirloin	.1500	.1500
	Sirloin	.1417	.1396
NEW HAMPSHIRE.			
Concord	Chuck, best	.1200	.1100
	Round, best cut	.1800	.1758
	Sirloin, best	.2500	.2500
Dover	Round, prime	.1479	.1500
	Sirloin, prime, best cut	.2317	.2258
	Sirloin, prime, second cut	.1842	.1967
Manchester	Round	.1800	.1833
	Round, prime, best cut	.2000	.2083
	Round, prime, second cut	.1600	.1633
	Sirloin	.2800	.2833
	Sirloin, prime	.2800	.2917
NEW JERSEY.			
Bayonne	Round, best	.1600	.1633
	Sirloin, first cut	.2000	.2067
Bridgeton	Chuck, best	.1275	.1250
	Round, best	.1717	.1600
	Sirloin, best	.2133	.2000
Camden	Round, best, home dressed	.1650	.1817
	Sirloin, first cut, home dressed	.2367	.2483
Elizabeth	Round, bone in	.1600	.1667
	Sirloin, flat bone	.2300	.2275
	Sirloin, round bone	.2000	.2050
Jersey City	Round	.1400	.1417
	Round	.1800	.1883
	Sirloin	.1800	.1833
	Sirloin	.2000	.2108
Newark	Round	.1700	.1850
Paterson	Round, boneless	.1800	.1850
Trenton	Round	.1600	.1650
	Round	.1600	.1700
	Round, best cut	.1600	.1700
	Round, second cut	.1250	.1288
	Sirloin	.1800	.1850
	Sirloin	.2000	.2117
	Sirloin, best cut	.2000	.2125
NEW YORK.			
Albany	Round	.1467	.1667
	Sirloin	.2500	.2500
Brooklyn	Chuck	.1267	.1217
	Round	.1883	.1900
	Round, prime	.1850	.1817
	Sirloin	.2067	.2017
	Sirloin	.2200	.2000
Buffalo	Round	.1271	.1225
	Round	.1250	.1267
	Round	.1333	.1350
	Round, best	.1400	.1250
	Round, first grade	.1500	.1500
	Round, first grade	.1363	.1363
	Round, second grade	.1300	.1300
	Round, second grade	.1175	.1175
	Rump	.1075	.1067
	Sirloin	.1525	.1533
	Sirloin	.1450	.1483
	Sirloin	.1483	.1483
	Sirloin, best	.1600	.1600
	Sirloin, first grade	.1900	.1900
	Sirloin, choice, first grade	.1750	.1750
	Sirloin, second grade	.1550	.1550
	Sirloin, second grade	.1550	.1550

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, STEAKS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
NEW YORK—concluded.			
Cohoes.....	Sirloin.....	\$0.2000	\$0.1800
Flushing.....	Round.....	.1600	.1750
Jamaica.....	Round.....	.1600	.1667
New York.....	Chuck.....	.1200	.1267
	Chuck, best.....	.1100	.1200
	Chuck, New York State.....	.1333	.1350
	Chuck, prime.....	.1400	.1425
	Round.....	.1600	.1600
	Round.....	.1758	.1883
	Round, good.....	.1583	.1500
	Round, New York State.....	.1900	.1917
	Round, prime.....	.2033	.1908
	Sirloin.....	.1700	.1700
	Sirloin, best, flat bone.....	.1867	.1717
	Sirloin, good.....	.2158	.2142
	Sirloin, prime.....	.2217	.2142
Poughkeepsie.....	Round.....	.1767	.1833
Rochester.....	Chuck.....	.0900	.0800
	Round.....	.1125	.1100
	Sirloin.....	.1288	.1267
Syracuse.....	Round, prime.....	.1500	.1475
	Sirloin, prime, first cut.....	.2000	.2000
	Sirloin, prime, second cut.....	.1800	.1800
Tompkinsville.....	Chuck, choice, Western.....	.1000	.1100
	Round, choice, Western.....	.1600	.1600
	Sirloin, choice, Western.....	.1800	.1900
Troy.....	Sirloin.....	.1967	.1800
NORTH CAROLINA.			
Winston-Salem.....	Sirloin.....	.1500	.1500
OHIO.			
Canton.....	Chuck.....	.1133	.1050
	Round.....	.1525	.1458
	Round.....	.1408	.1267
	Sirloin.....	.1517	.1467
Cincinnati.....	Round.....	.1250	.1063
	Round.....	.1250	.1250
	Round.....	.1250	.1125
	Sirloin, medium.....	.1483	.1417
	Sirloin, medium.....	.1500	.1438
	Sirloin, medium.....	.1600	.1600
Cleveland.....	Chuck, prime.....	.1000	.0925
	Chuck, prime.....	.1200	.1233
	Round.....	.1483	.1450
	Round, best.....	.1500	.1517
	Round, best, lower cut.....	.1600	.1550
	Round, prime.....	.1200	.1200
	Round, prime.....	.1233	.1308
	Round, upper cut.....	.1250	.1250
	Sirloin.....	.1867	.1833
	Sirloin, best.....	.1867	.1750
	Sirloin, first cut.....	.1600	.1450
	Sirloin, prime.....	.1800	.1867
	Sirloin, second cut.....	.1800	.1800
Columbus.....	Chuck.....	.1000	.1100
	Round.....	.1438	.1375
	Sirloin.....	.1833	.1800
Springfield.....	Round.....	.1517	.1367
Toledo.....	Round.....	.0992	.1008
OREGON.			
Portland.....	Round.....	.1250	.1250
	Round.....	.1250	.1250
	Round.....	.1250	.1250
	Sirloin.....	.1500	.1500
	Sirloin.....	.1250	.1250
	Sirloin.....	.1500	.1500
PENNSYLVANIA.			
Allentown.....	Round.....	.1467	.1467
Altoona.....	Round.....	.1400	.1400
Bethlehem.....	Round.....	.1400	.1367
Chester.....	Round.....	.1700	.1667
	Round.....	.1600	.1567
	Rump.....	.1917	.1883

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, STEAKS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
PENNSYLVANIA—concluded.			
Chester.....	Sirloin.....	\$0.2342	\$0.2333
Harrisburg.....	Round.....	.1325	.1288
	Sirloin.....	.2000	.2000
Lancaster.....	Round.....	.1400	.1400
	Rump.....	.1600	.1600
	Sirloin.....	.2000	.2000
Norristown.....	Round.....	.1567	.1583
Philadelphia.....	Round.....	.1667	.1700
	Round.....	.1600	.1600
	Round, best.....	.1600	.1733
	Rump.....	.1817	.1833
	Rump.....	.1800	.1800
	Rump.....	.2000	.2167
	Rump, first-class.....	.2200	.2000
	Sirloin.....	.2242	.2317
	Sirloin.....	.2067	.2117
	Sirloin.....	.2375	.2000
	Sirloin, best.....	.2500	.2667
Pittsburg.....	Round.....	.1500	.1500
	Round.....	.1500	.1500
	Sirloin.....	.2000	.1867
	Sirloin.....	.2000	.2000
Reading.....	Round, first cut.....	.1425	.1325
	Round, second cut.....	.1250	.1200
	Rump.....	.1433	.1308
	Sirloin.....	.1404	.1425
Scranton.....	Round.....	.1750	.1800
	Round.....	.1533	.1650
	Sirloin.....	.2200	.2200
	Sirloin.....	.2250	.2300
Wilkesbarre.....	Round.....	.1400	.1450
Williamsport.....	Chuck.....	.1250	.1250
	Round, best.....	.1500	.1500
	Sirloin, first cut.....	.2000	.2000
RHODE ISLAND.			
Natick.....	Chuck.....	.1483	.1500
	Round.....	.1950	.1983
	Sirloin.....	.2933	.3042
Providence.....	Round.....	.1800	.1817
	Round.....	.1883	.1950
	Rump.....	.1600	.1558
	Sirloin, trimmed.....	.3300	.3300
	Sirloin, trimmed.....	.3192	.3308
SOUTH CAROLINA.			
Charleston.....	Round.....	.1063	.1083
	Round.....	.1250	.1250
	Round, Western.....	.1250	.1250
	Sirloin, first choice.....	.1575	.1333
	Sirloin, Western.....	.1500	.1500
	Sirloin, Western.....	.1300	.1300
SOUTH DAKOTA.			
Sioux Falls.....	Round.....	.1000	.1000
	Round.....	.1000	.1000
	Round.....	.1000	.1000
	Sirloin.....	.1354	.1250
	Sirloin.....	.1417	.1417
	Sirloin.....	.1500	.1500
TENNESSEE.			
Chattanooga.....	Chuck.....	.1125	.1104
	Sirloin.....	.1542	.1500
Memphis.....	Chuck.....	.1083	.1083
	Chuck.....	.1000	.1000
	Chuck, best cut.....	.1000	.1000
	Round.....	.1333	.1313
	Round.....	.1300	.1250
	Round, medium cut.....	.1000	.1000
	Sirloin.....	.1563	.1500
	Sirloin, good cut.....	.1800	.1800
Nashville.....	Chuck, best cut.....	.1000	.1000
	Round.....	.1396	.1250
	Round.....	.1125	.1146
	Sirloin.....	.1250	.1250
	Sirloin, best cut.....	.1354	.1354

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, FRESH, STEAKS, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
TEXAS.			
Dallas.....	Round.....	\$0. 1000	\$0. 1000
	Round.....	. 1354	. 1354
	Round.....	. 1000	. 1000
	Sirloin.....	. 1500	. 1500
	Sirloin.....	. 1650	. 1500
San Antonio.....	Sirloin.....	. 1250	. 1250
	Round.....	. 1000	. 1000
	Round.....	. 1000	. 1000
	Round.....	. 1000	. 1000
	Sirloin.....	. 1250	. 1250
UTAH.	Sirloin.....	. 1250	. 1250
	Sirloin.....	. 1250	. 1250
	Sirloin.....	. 1250	. 1250
Salt Lake City.....	Round.....	. 1500	. 1500
	Round.....	. 1188	. 1250
	Round.....	. 1354	. 1250
	Sirloin.....	. 1750	. 1750
	Sirloin.....	. 1729	. 1750
VIRGINIA.			
Norfolk.....	Sirloin, medium.....	. 1500	. 1500
	Round.....	. 1000	. 1000
	Sirloin.....	. 1597	. 1597
	Round, choice.....	. 1250	. 1250
	Round, medium.....	. 1000	. 1000
Petersburg.....	Round, medium.....	. 1000	. 1000
	Round, medium.....	. 1000	. 1000
	Round, prime.....	. 1250	. 1250
	Round, prime.....	. 1250	. 1250
	Sirloin, choice.....	. 1500	. 1500
	Sirloin, choice.....	. 1500	. 1500
	Sirloin, medium.....	. 1250	. 1250
	Sirloin, medium.....	. 1250	. 1250
	Round.....	. 1175	. 1100
	Round.....	. 1250	. 1250
Tacoma.....	Round.....	. 1250	. 1250
	Sirloin.....	. 1600	. 1550
	Sirloin.....	. 1550	. 1542
	Sirloin.....	. 1500	. 1500
	Chuck.....	. 1000	. 1000
WASHINGTON.			
Seattle.....	Round.....	. 1250	. 1250
	Round.....	. 1500	. 1500
	Sirloin.....	. 1500	. 1500
WEST VIRGINIA.			
Wheeling.....	Round.....	. 1250	. 1175
	Sirloin.....	. 1575	. 1375
WISCONSIN.			
Milwaukee.....	Round.....	. 1229	. 1200
	Round.....	. 1533	. 1475
	Round.....	. 1158	. 1108
	Sirloin.....	. 1625	. 1600
	Sirloin.....	. 1867	. 1800
Oshkosh.....	Sirloin.....	. 1467	. 1333
	Round.....	. 1167	. 1125
	Chuck.....	. 1250	. 1250
	Chuck.....	. 1175	. 1200
	Chuck.....	. 1171	. 1158
Racine.....	Round.....	. 1350	. 1325
	Round.....	. 1250	. 1250
	Sirloin.....	. 1525	. 1500
	Sirloin.....	. 1550	. 1469
	Sirloin.....	. 1550	. 1469

BEEF, SALT, PER POUND.

ALABAMA.			
Birmingham.....	Corned, medium.....	\$0. 1250	\$0. 1250
	Corned, medium.....	. 1250	. 1250
Montgomery.....	Corned, shoulder, round, or brisket.....	. 1250	. 1250
ARKANSAS.			
Little Rock.....	Corned, medium.....	. 1000	. 1000
	Corned, medium.....	. 1000	. 1000

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, SALT, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
CALIFORNIA.			
Los Angeles.....	Corned, medium.....	\$0.1000	\$0.1000
San Francisco.....	Corned, brisket, first quality.....	.1000	.1000
	Corned, medium.....	.0600	.0600
	Corned, medium.....	.0800	.0800
	Corned, medium.....	.0700	.0700
COLORADO.			
Denver.....	Corned, medium.....	.0642	.0642
	Corned, medium.....	.0500	.0500
	Corned, rump, medium.....	.1250	.1250
CONNECTICUT.			
Hartford.....	Corned, plate or rib.....	.0675	.0700
Middletown.....	Corned, plate or rib.....	.0600	.0600
New Haven.....	Corned, neck or flank.....	.1000	.1000
	Corned, plate.....	.0500	.0800
	Corned, plate, medium.....	.0600	.0600
DELAWARE.			
Wilmington.....	Corned, chuck.....	.1000	.1000
	Corned, medium.....	.1250	.1279
DISTRICT OF COLUMBIA.			
Washington.....	Corned, plate, best cut.....	.1000	.1000
	Corned, plate, best cut.....	.0800	.0800
	Corned, plate, best cut.....	.1000	.0800
FLORIDA.			
Jacksonville.....	Corned, medium.....	.1500	.1500
	Corned, medium.....	.0800	.0800
	Corned, medium.....	.1000	.1000
GEORGIA.			
Atlanta.....	Corned, medium, sold in 2-lb. cans.....	.1250	.1250
	Corned, medium, sold in 2-lb. cans.....	.1250	.1250
ILLINOIS.			
Chicago.....	Corned.....	.0600	.0567
	Corned.....	.0800	.0800
	Corned.....	.0700	.0633
	Corned, rump.....	.0800	.0800
East St. Louis.....	Corned.....	.0667	.0542
Peoria.....	Corned, medium.....	.0800	.0800
Springfield.....	Corned.....	.1000	.1000
INDIANA.			
Indianapolis.....	Corned, medium.....	.1000	.1000
	Corned, medium.....	.0600	.0600
IOWA.			
Des Moines.....	Corned, medium.....	.0833	.0833
	Corned, medium.....	.0600	.0600
Dubuque.....	Corned, medium.....	.0875	.0875
	Corned, medium.....	.0800	.0800
KANSAS.			
Topeka.....	Corned, medium.....	.0833	.0833
	Corned, medium.....	.0767	.0875
KENTUCKY.			
Louisville.....	Corned, brisket.....	.0600	.0600
LOUISIANA.			
New Orleans.....	Corned, medium.....	.1000	.1000
	Corned, medium.....	.1000	.1000
MAINE.			
Portland.....	Corned, brisket.....	.1233	.1225
	Corned, medium.....	.0900	.0900
MARYLAND.			
Baltimore.....	Corned.....	.1000	.1200
	Corned.....	.1000	.1000
	Corned.....	.0917	.0733
	Corned, medium.....	.1000	.1000
Mount Washington.....	Corned.....	.1000	.1000
MASSACHUSETTS.			
Boston.....	Corned, brisket.....	.1133	.1300
	Corned, brisket.....	.1308	.1346
	Corned, flank.....	.0650	.0542
	Corned, flank.....	.0633	.0542
	Corned, middle plate.....	.0742	.0842

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, SALT, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MASSACHUSETTS—concluded.			
Brockton.....	Corned.....	\$0.1150	\$0.1150
Cambridge.....	Corned, medium.....	.0792	.0883
Fall River.....	Corned.....	.1200	.1200
Hydepark.....	Corned, medium.....	.0667	.0600
Lawrence.....	Corned, brisket.....	.1325	.1379
Lynn.....	Corned, choice.....	.1300	.1183
Quincy.....	Corned.....	.1217	.1300
Salem.....	Corned.....	.1033	.0967
Somerville.....	Corned, best.....	.1150	.1083
Springfield.....	Corned, best.....	.1217	.1250
Worcester.....	Corned, rump.....	.1600	.1600
	Corned, thin rib.....	.0979	.0967
MICHIGAN.			
Bay City.....	Corned, plate.....	.0800	.0750
Detroit.....	Corned.....	.1017	.0800
Grand Rapids.....	Corned, rump.....	.1250	.1250
	Corned, rump.....	.1250	.1250
	Corned, rump.....	.1075	.1250
Saginaw.....	Corned, shoulder.....	.1000	.1000
	Corned, shoulder, lower round, or neck.....	.0800	.0800
Wyandotte.....	Corned.....	.0917	.0800
MINNESOTA.			
Duluth.....	Corned, shoulder, medium.....	.1050	.1042
	Corned, shoulder, medium.....	.1000	.1000
	Corned, shoulder, medium.....	.1000	.1000
Minneapolis.....	Corned.....	.1083	.1083
St. Paul.....	Corned, rump.....	.0883	.1008
MISSOURI.			
Kansas City.....	Corned, medium.....	.0775	.0750
	Corned, medium.....	.0778	.0778
St. Louis.....	Corned.....	.0667	.0700
	Corned.....	.0700	.0650
	Corned.....	.0742	.0758
MONTANA.			
Butte.....	Corned, medium.....	.0700	.0700
	Corned, medium.....	.0700	.0700
NEBRASKA.			
Omaha.....	Corned, medium.....	.0600	.0600
	Corned, medium.....	.0600	.0600
NEW HAMPSHIRE.			
Manchester.....	Corned, medium.....	.0767	.0800
	Corned, medium.....	.0800	.0800
NEW JERSEY.			
Jersey City.....	Corned, medium.....	.0800	.0800
	Corned, medium.....	.0800	.0900
Trenton.....	Corned, medium.....	.1000	.1050
	Corned, medium.....	.1000	.1000
NEW YORK.			
Albany.....	Corned, rump or shoulder.....	.1600	.1600
Brooklyn.....	Corned, medium.....	.0800	.0800
	Corned, rump.....	.1283	.1200
Buffalo.....	Corned, brisket.....	.0642	.0567
	Corned, choice cuts.....	.1042	.0967
	Corned, plate, boned.....	.0942	.0900
Cohoes.....	Corned, rump.....	.1533	.1467
New York.....	Corned, brisket.....	.0783	.0842
	Corned, New York State.....	.0617	.0717
	Corned, prime.....	.1100	.1108
	Corned, rump.....	.1158	.1252
	Corned, rump, New York State.....	.1575	.1558
Poughkeepsie.....	Corned, plate.....	.0667	.0650
Rochester.....	Corned, brisket.....	.0442	.0475
	Corned, plate.....	.0442	.0425
	Corned, rump.....	.0742	.0700
Tompkinsville.....	Corned, brisket.....	.0600	.0800
	Corned, plate.....	.0500	.0500
	Corned, rump.....	.1200	.1200
Troy.....	Corned, plate.....	.0867	.0733

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BEEF, SALT, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
OHIO.			
Cincinnati.....	Corned, medium.....	\$0.0867	\$0.0842
	Corned, medium.....	.0800	.0800
Cleveland.....	Corned, navel.....	.0658	.0658
	Corned, rump.....	.1250	.1250
Toledo.....	Corned, rib.....	.0667	.0471
OREGON.			
Portland.....	Corned, medium.....	.0700	.0700
	Corned, medium.....	.0800	.0800
PENNSYLVANIA.			
Allegheny.....	Corned.....	.1033	.1083
Bethlehem.....	Corned, rump.....	.1333	.1233
Norristown.....	Corned, plate.....	.0900	.0767
Philadelphia.....	Corned.....	.1000	.1000
	Corned.....	.1200	.1200
	Corned, brisket, bone in.....	.0900	.0900
	Corned, brisket, boneless.....	.0800	.0800
	Corned, plate or brisket.....	.0900	.0900
Pittsburg.....	Corned, medium.....	.1000	.1000
	Corned, medium.....	.1000	.1000
Scranton.....	Corned, medium.....	.1200	.1200
	Corned, rump, boneless.....	.1500	.1800
Williamsport.....	Corned, chuck.....	.1250	.1000
	Corned, plate.....	.1000	.0800
RHODE ISLAND.			
Natick.....	Corned, plate.....	.0525	.0550
Providence.....	Corned, plate.....	.1025	.1025
	Corned, plate.....	.1133	.1200
SOUTH CAROLINA.			
Charleston.....	Corned, round.....	.1000	.1000
	Corned, round.....	.1000	.1000
SOUTH DAKOTA.			
Sioux Falls.....	Corned, medium.....	.0800	.0800
	Corned, medium.....	.0750	.0750
TENNESSEE.			
Memphis.....	Corned.....	.0900	.0900
	Corned.....	.1000	.1000
	Corned.....	.1000	.1000
Nashville.....	Corned, brisket.....	.0800	.0800
	Corned, rump.....	.1000	.1000
TEXAS.			
Dallas.....	Corned, medium.....	.1500	.1500
	Corned, medium.....	.1500	.1500
San Antonio.....	Corned, medium.....	.1000	.1000
	Corned, medium.....	.1000	.1000
UTAH.			
Salt Lake City.....	Corned, medium.....	.1250	.1250
	Corned, medium.....	.0800	.0800
	Corned, medium.....	.1000	.1000
VIRGINIA.			
Richmond.....	Corned, brisket, medium.....	.0800	.0800
	Corned, brisket, medium.....	.0800	.0800
	Corned, chuck, round or rump, medium..	.1000	.1000
	Corned, chuck, round or rump, medium..	.1000	.1000
WASHINGTON.			
Seattle.....	Corned, medium.....	.0500	.0500
	Corned, medium.....	.0800	.0800
	Corned, medium.....	.0600	.0600
Tacoma.....	Corned.....	.0750	.0742
WISCONSIN.			
Milwaukee.....	Corned, medium.....	.0600	.0600
	Corned, medium.....	.1050	.1050

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BREAD, WHEAT.

State and locality.	Description.	Average price per loaf.		Average price per pound.	
		1903.	1904.	1903.	1904.
ALABAMA.					
Birmingham.....	12-ounce loaf.....	\$0.0500	\$0.0500	\$0.0667	\$0.0667
	12-ounce loaf.....	.0500	.0500	.0667	.0667
	12-ounce loaf.....	.0500	.0500	.0667	.0667
Montgomery.....	13-ounce loaf, 32 tickets sold for \$1..	.0313	.0313	.0385	.0385
	14-ounce loaf, 28 tickets sold for \$1..	.0357	.0357	.0408	.0408
ARKANSAS.					
Little Rock.....	12-ounce loaf, 3 tickets sold for 10 cents.	.0333	.0333	.0444	.0444
	14-ounce loaf, 6 tickets sold for 25 cents.	.0417	.0417	.0476	.0476
	14-ounce loaf, Jan. 1903 to Sept. 1904;	.0333	.0333	.0380	.0388
	13-ounce loaf, Oct. to Dec. 1904; 3 tickets sold for 10 cents.				
CALIFORNIA.					
Los Angeles.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
Oakland.....	12-ounce loaf, Jan. to Mar. 1903; 1-pound loaf, Apr. to July 1903 and 1904; 20-ounce loaf, Aug. to Dec. 1903.	.0382	.0500	.0361	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
San Francisco.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf, Jan. 1903 to Sept. 1904; 15½-ounce loaf, Oct. to Dec. 1904.	.0500	.0500	.0500	.0504
	1-pound loaf, Jan. 1903 to Sept. 1904; 15½-ounce loaf, Oct. to Dec. 1904.	.0500	.0500	.0500	.0504
	18-ounce loaf.....	.0500	.0500	.0444	.0444
COLORADO.					
Denver.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
Leadville.....	1-pound loaf.....	.0500	.0500	.0500	.0500
CONNECTICUT.					
Bridgeport.....	14-ounce loaf, Jan. to Oct. 1903; 13½-ounce loaf, Nov. 1903 to Mar. 1904; 13-ounce loaf, Apr. to July 1904; 12½-ounce loaf, Aug. 1904; 12-ounce loaf, Sept. to Dec. 1904.	.0400	.0400	.0460	.0503
	1-pound loaf, Jan. to Oct. 1903; 15½-ounce loaf, Nov. 1903 to Feb. 1904; 15-ounce loaf, Mar. to May 1904; 14½-ounce loaf, June and July 1904; 14-ounce loaf, Aug. and Sept. 1904; 13½-ounce loaf, Oct. to Dec. 1904.	.0500	.0500	.0503	.0555
	1-pound loaf, Jan. to June 1903; 15-ounce loaf, July to Dec. 1903; 14-ounce loaf, Jan. and Feb. 1904; 13-ounce loaf, Mar. to Dec. 1904.	.0500	.0500	.0517	.0608
	2-pound loaf, Jan. to Mar. 1903; 31-ounce loaf, Apr. to June 1903; 30-ounce loaf, July to Sept. 1903; 29-ounce loaf, Oct. to Dec. 1903; 28-ounce loaf, Jan. to June 1904; 27-ounce loaf, July 1904; 26-ounce loaf, Aug. to Nov. 1904; 25-ounce loaf, Dec. 1904.	.1000	.1000	.0525	.0593
	1-pound loaf, Jan. to June 1903; 15-ounce loaf, July to Dec. 1903; 14-ounce loaf, Jan. 1904; 13-ounce loaf, Feb. to Dec. 1904.	.0500	.0500	.0517	.0611
Hartford.....	2-pound loaf, Jan. to Apr. 1903; 31-ounce loaf, May to July 1903; 30-ounce loaf, Aug. to Oct. 1903; 29-ounce loaf, Nov. and Dec. 1903; 28-ounce loaf, Jan. to May 1904; 27-ounce loaf, June and July 1904; 26-ounce loaf, Aug. to Nov. 1904; 25-ounce loaf, Dec. 1904.	.1000	.1000	.0521	.0595
	1-pound loaf, Jan. to July 1903; 15½-ounce loaf, Aug. 1903; 15-ounce loaf, Sept. 1903 to Apr. 1904; 14½-ounce loaf, May to July 1904; 14-ounce loaf, Aug. to Dec. 1904.	.0500	.0500	.0512	.0554
New Haven.....	1-pound loaf, Jan. to July 1903; 15½-ounce loaf, Aug. 1903; 15-ounce loaf, Sept. 1903 to Apr. 1904; 14½-ounce loaf, May to July 1904; 14-ounce loaf, Aug. to Dec. 1904.	.0500	.0500	.0512	.0554

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BREAD, WHEAT—Continued.

State and locality.	Description.	Average price per loaf.		Average price per pound.	
		1903.	1904.	1903.	1904.
CONNECTICUT—concl'd.					
New Haven	15½-ounce loaf, Jan. to Aug. 1903; 15-ounce loaf, Sept. 1903 to June 1904; 14½-ounce loaf, July to Sept. 1904; 14-ounce loaf, Oct. to Dec. 1904.	\$0.0500	\$0.0500	\$0.0522	\$0.0547
New London	1-pound loaf	.0500	.0500	.0500	.0500
Stamford	2-pound loaf	.1000	.1000	.0500	.0500
	14-ounce loaf, Jan. 1903 to July 1904; 13-ounce loaf, Aug. to Dec. 1904.	.0500	.0500	.0571	.0589
	30-ounce loaf, Jan. to July 1903; 28-ounce loaf, Aug. 1903 to July 1904; 27-ounce loaf, Aug. to Dec. 1904.	.1000	.1000	.0549	.0580
Torrington	1-pound loaf	.0500	.0500	.0500	.0500
	22-ounce loaf, Jan. to June 1903; 21-ounce loaf, July and Aug. 1903; 19-ounce loaf, Sept. and Nov. 1903; 20-ounce loaf, Oct. 1903 and Dec. 1903 to Dec. 1904.	.0700	.0700	.0535	.0560
Willimantic	17-ounce loaf, 1903; 1-pound loaf, 1904	.0500	.0500	.0471	.0500
	34-ounce loaf, 1903; 2-pound loaf, 1904	.0800	.0800	.0376	.0400
DELAWARE.					
Wilmington	1-pound loaf	.0500	.0500	.0500	.0500
	Square, 1-pound loaf	.0500	.0500	.0500	.0500
DISTRICT OF COLUMBIA.					
Washington	1-pound loaf	.0500	.0508	.0500	.0508
	1-pound loaf	.0500	.0508	.0500	.0508
	1-pound loaf	.0500	.0508	.0500	.0508
FLORIDA.					
Jacksonville	14-ounce loaf, 6 tickets sold for 25 cents.	.0417	.0417	.0476	.0476
	14-ounce loaf, 6 tickets sold for 25 cents.	.0417	.0417	.0476	.0476
	14-ounce loaf, Jan. 1903 to Sept. 1904; 12-ounce loaf, Oct. to Dec. 1904; 25 tickets sold for \$1.	.0400	.0400	.0457	.0476
	14-ounce loaf, 25 tickets sold for \$1, Jan. 1903 to Nov. 1904; 5 cents straight Dec. 1904.	.0400	.0408	.0457	.0467
GEORGIA.					
Atlanta	12-ounce loaf	.0500	.0500	.0667	.0667
	1-pound loaf	.0500	.0500	.0500	.0500
	1-pound loaf, Jan. 1903 to Aug. 1904; 14-ounce loaf, Sept. to Dec. 1904.	.0500	.0500	.0500	.0524
ILLINOIS.					
Chicago	1-pound loaf, Jan. 1903 to Oct. 1904; 13-ounce loaf, Nov. and Dec. 1904.	.0500	.0500	.0500	.0519
	1-pound loaf, Jan. 1903 to Oct. 1904; 13-ounce loaf, Nov. and Dec. 1904.	.0500	.0500	.0500	.0519
	1-pound loaf, Jan. 1903 to Oct. 1904; 13-ounce loaf, Nov. and Dec. 1904.	.0500	.0500	.0500	.0519
	1-pound loaf, Jan. 1903 to Oct. 1904; 13-ounce loaf, Nov. and Dec. 1904.	.0500	.0500	.0500	.0519
East St. Louis	1-pound loaf	.0500	.0500	.0500	.0500
Peoria	1-pound loaf	.0500	.0500	.0500	.0500
	1-pound loaf	.0400	.0500	.0400	.0500
	1-pound loaf	.0400	.0500	.0400	.0500
Rock Island	1-pound loaf, Jan. 1903 to July 1904; 14-ounce loaf, Aug. 1904; 13-ounce loaf, Sept. to Dec. 1904.	.0500	.0500	.0500	.0544
Springfield	1-pound loaf	.0333	.0389	.0333	.0389
INDIANA.					
Indianapolis	20-ounce loaf, 1903; 17-ounce loaf, 1904.	.0500	.0500	.0400	.0471
	20-ounce loaf, 1903; 17-ounce loaf, 1904.	.0500	.0500	.0400	.0471
	20-ounce loaf, 1903; 17-ounce loaf, 1904.	.0500	.0500	.0400	.0471
IOWA.					
Des Moines	18-ounce loaf	.0500	.0500	.0444	.0444
	18-ounce loaf	.0500	.0500	.0444	.0444
	18-ounce loaf	.0500	.0500	.0444	.0444
Dubuque	13-ounce loaf	.0500	.0500	.0615	.0615
	13-ounce loaf	.0500	.0500	.0615	.0615

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BREAD, WHEAT—Continued.

State and locality.	Description.	Average price per loaf.		Average price per pound.	
		1903.	1904.	1903.	1904.
KANSAS.					
Topoka.....	1-pound loaf.....	\$0.0500	\$0.0500	\$0.0500	\$0.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
KENTUCKY.					
Louisville.....	22-ounce loaf, Jan. to Aug. 1903 and Jan. to May 1904; 20-ounce loaf, Sept. to Dec. 1903 and June 1904; 18-ounce loaf, July 1904; 1-pound loaf, Aug. to Dec. 1904.	.0500	.0500	.0376	.0430
	22-ounce loaf, Jan. to Aug. 1903 and Jan. to May 1904; 20-ounce loaf, Sept. to Dec. 1903 and June 1904; 18-ounce loaf, July 1904; 1-pound loaf, Aug. to Dec. 1904.	.0500	.0500	.0376	.0430
LOUISIANA.					
New Orleans.....	24-ounce loaf, Jan. to Aug. 1903; 22-ounce loaf, Sept. 1903 to Mar. 1904; 20-ounce loaf, Apr. to Dec. 1904.	.0500	.0500	.0343	.0391
	24-ounce loaf, Jan. 1903 to Mar. 1904; 20-ounce loaf, Apr. to Dec. 1904.	.0500	.0500	.0333	.0383
	24-ounce loaf, Jan. 1903 to Mar. 1904; 20-ounce loaf, Apr. to Dec. 1904.	.0500	.0500	.0333	.0383
MAINE.					
Bangor.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Biddeford.....	14-ounce loaf.....	.0400	.0400	.0457	.0457
Lewiston.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Portland.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	15-ounce loaf.....	.0500	.0500	.0533	.0533
MARYLAND.					
Baltimore.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf, Jan. 1903 to Aug. 1904; 14-ounce loaf, Sept. to Dec. 1904.	.0500	.0500	.0500	.0524
	1-pound loaf, 1903; 14 ounce loaf, 1904.	.0500	.0500	.0500	.0571
Mount Washington....	1-pound loaf.....	.0500	.0500	.0500	.0500
Sparrow Point.....	1-pound loaf.....	.0400	.0417	.0400	.0417
MASSACHUSETTS.					
Boston.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf, Jan. 1903 to Aug. 1904; 14-ounce loaf, Sept. to Dec. 1904.	.0500	.0500	.0500	.0524
Brockton.....	12-ounce loaf.....	.0500	.0500	.0667	.0667
Cambridge.....	1-pound loaf, Jan. 1903 to July 1904; 14-ounce loaf, Aug. to Dec. 1904.	.0500	.0500	.0500	.0530
Chelsea.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Fall River.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	Homemade, 1-pound loaf.....	.0500	.0500	.0500	.0500
	13-ounce loaf.....	.0500	.0500	.0615	.0615
Holyoke.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Hydepark.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Lawrence.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Lynn.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Malden.....	1-pound loaf, Jan. 1903 to Aug. 1904; 14-ounce loaf, Sept. to Dec. 1904.	.0500	.0500	.0500	.0524
	2-pound loaf, Jan. 1903 to Aug. 1904; 28-ounce loaf, Sept. to Dec. 1904.	.1000	.1000	.0500	.0524
Salem.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Somerville.....	1-pound loaf, Jan. 1903 to July 1904; 14-ounce loaf, Aug. to Dec. 1904.	.0500	.0500	.0500	.0530
Springfield.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Worcester.....	1½-pound loaf.....	.1000	.1000	.0667	.0667
MICHIGAN.					
Detroit.....	1-pound loaf.....	.0400	.0433	.0400	.0433
	1-pound loaf.....	.0500	.0525	.0500	.0525
Wyandotte.....	1-pound loaf.....	.0500	.0525	.0500	.0525

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BREAD, WHEAT—Continued.

State and locality.	Description.	Average price per loaf.		Average price per pound.	
		1903.	1904.	1903.	1904.
MINNESOTA.					
Duluth.....	1-pound loaf.....	\$0.0500	\$0.0533	\$0.0500	\$0.0533
	1-pound loaf.....	.0500	.0525	.0500	.0525
Minneapolis.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
St. Paul.....	1-pound loaf.....	.0500	.0500	.0500	.0500
MISSOURI.					
Kansas City.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
St. Joseph.....	1-pound loaf.....	.0500	.0500	.0500	.0500
St. Louis.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
MONTANA.					
Butte.....	1-pound loaf, 4 tickets sold for 25 cents.	.0625	.0625	.0625	.0625
	1-pound loaf, 4 tickets sold for 25 cents.	.0625	.0625	.0625	.0625
NEBRASKA.					
Omaha.....	1-pound loaf.....	.0431	.0500	.0431	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
NEW HAMPSHIRE.					
Concord.....	14-ounce loaf.....	.0500	.0500	.0571	.0571
	28-ounce loaf.....	.1000	.1000	.0571	.0571
Dover.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Manchester.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
NEW JERSEY.					
Bayonne.....	1-pound loaf, Jan. 1903 to Aug. 1904; 14-ounce loaf, Sept. to Dec. 1904.	.0500	.0500	.0500	.0524
Camden.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Elizabeth.....	1-pound loaf, Jan. 1903 to Aug. 1904; 14-ounce loaf, Sept. to Dec. 1904.	.0500	.0500	.0500	.0524
Jersey City.....	1-pound loaf, Jan. 1903 to Aug. 1904; 14-ounce loaf, Sept. to Dec. 1904.	.0500	.0500	.0500	.0524
	1-pound loaf, Jan. 1903 to Aug. 1904; 14-ounce loaf, Sept. to Dec. 1904.	.0400	.0400	.0400	.0419
New Brunswick.....	1-pound loaf, Jan. 1903 to Sept. 1904; 15-ounce loaf, Oct. to Dec. 1904.	.0500	.0500	.0500	.0508
Paterson.....	18-ounce loaf, Jan. 1903 to Apr. 1904; 17-ounce loaf, May and June 1904; 1-pound loaf, July 1904; 15-ounce loaf, Aug. to Dec. 1904.	.0500	.0500	.0444	.0490
	18-ounce loaf, Jan. 1903 to Apr. 1904; 17-ounce loaf, May 1904; 1-pound loaf, June to Dec. 1904.	.0500	.0500	.0444	.0479
Trenton.....	1-pound loaf, Jan. 1903 to Aug. 1904; 15-ounce loaf, Sept. to Dec. 1904.	.0500	.0500	.0500	.0511
	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf, Jan. 1903 to Aug. 1904; 14-ounce loaf, Sept. to Dec. 1904.	.0500	.0500	.0500	.0524
NEW YORK.					
Albany.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Brooklyn.....	1-pound loaf, Jan. 1903 to July 1904; 15-ounce loaf, Aug. to Dec. 1904.	.0500	.0500	.0500	.0514
Buffalo.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
Cohoes.....	1-pound loaf.....	.0500	.0500	.0500	.0500
College Point.....	2-pound loaf, Jan. 1903 to July 1904; 28-ounce loaf, Aug. to Dec. 1904.	.0900	.0800	.0450	.0424
Flushing.....	1-pound loaf, Jan. 1903 to Aug. 1904; 14-ounce loaf, Sept. to Dec. 1904.	.0500	.0500	.0500	.0524
	Vienna, 1-pound loaf.....	.0500	.0500	.0500	.0500
Jamaica.....	18-ounce loaf, Jan. 1903 to Nov. 1904; 17-ounce loaf, Dec. 1904.	.0500	.0500	.0444	.0447
	28-ounce loaf, Jan. 1903 to Nov. 1904; 26-ounce loaf, Dec. 1904.	.0900	.0900	.0514	.0517

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BREAD, WHEAT—Continued.

State and locality.	Description.	Average price per loaf.		Average price per pound.	
		1903.	1904.	1903.	1904.
NEW YORK—concluded.					
Mariner Harbor.....	1-pound loaf.....	\$0.0500	\$0.0500	\$0.0500	\$0.0500
Newburgh.....	1-pound loaf.....	.0500	.0500	.0500	.0500
New York.....	17-ounce loaf, Jan. 1903 to July 1904; 1-pound loaf, Aug. to Sept. 1904; 15-ounce loaf, Oct. to Dec. 1904.	.0500	.0500	.0471	.0491
	17-ounce loaf, Jan. 1903 to July 1904; 1-pound loaf, Aug. to Sept. 1904; 15-ounce loaf, Oct. to Dec. 1904.	.0500	.0500	.0471	.0491
	17-ounce loaf, Jan. 1903 to July 1904; 1-pound loaf, Aug. to Sept. 1904; 15-ounce loaf, Oct. to Dec. 1904.	.0500	.0500	.0471	.0491
	17-ounce loaf, Jan. 1903 to July 1904; 1-pound loaf, Aug. to Sept. 1904; 15-ounce loaf, Oct. to Dec. 1904.	.0500	.0500	.0471	.0491
Rochester.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
Troy.....	1-pound loaf.....	.0600	.0600	.0600	.0600
Utica.....	1-pound loaf.....	.0500	.0500	.0500	.0500
West New Brighton...	15-ounce loaf, Jan. 1903 to Aug. 1904; 14-ounce loaf, Sept. to Dec. 1904.	.0500	.0500	.0533	.0546
NORTH CAROLINA.					
Durham.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Winston-Salem.....	1-pound loaf.....	.0500	.0500	.0500	.0500
OHIO.					
Canton.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Cincinnati.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
Cleveland.....	1-pound loaf, Jan. 1903 to June 1904; 14-ounce loaf, July to Dec. 1904.	.0500	.0500	.0500	.0536
	1-pound loaf, Jan. 1903 to May 1904; 14-ounce loaf, June to Dec. 1904.	.0500	.0500	.0500	.0541
	1-pound loaf, Jan. 1903 to June 1904; 14-ounce loaf, July to Dec. 1904.	.0500	.0500	.0500	.0536
Hamilton.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Springfield.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Toledo.....	1-pound loaf, Jan. 1903 to June 1904; 14-ounce loaf, July to Dec. 1904.	.0500	.0500	.0500	.0536
Youngstown.....	1-pound loaf.....	.0500	.0500	.0500	.0500
OREGON.					
Portland.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
PENNSYLVANIA.					
Allegheny.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Altoona.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Bethlehem.....	1-pound loaf.....	.0433	.0500	.0433	.0500
Chester.....	14-ounce loaf, 1903; 1-pound loaf, 1904.	.0400	.0500	.0457	.0500
	12-ounce loaf.....	.0500	.0500	.0667	.0667
Lancaster.....	1-pound loaf, 1903; 14-ounce loaf, 1904.	.0500	.0500	.0500	.0571
Norristown.....	17-ounce loaf, 1903; 1-pound loaf, 1904.	.0500	.0500	.0471	.0500
Philadelphia.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
	Vienna, 1-pound loaf.....	.0500	.0500	.0500	.0500
Pittsburg.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
Reading.....	1-pound loaf, 1903; 14-ounce loaf, 1904.	.0500	.0500	.0500	.0552
Scranton.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
Wilkesbarre.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Williamsport.....	1-pound loaf.....	.0500	.0500	.0500	.0500
RHODE ISLAND.					
Natick.....	15-ounce loaf, Jan. 1903 to June 1904; 14-ounce loaf, July 1904; 13-ounce loaf, Aug. to Dec. 1904.	.0500	.0500	.0533	.0561
Providence.....	15-ounce loaf, Jan. to Aug. 1903; 14-ounce loaf, Sept. 1903 to Feb. 1904; 13-ounce loaf, Mar. to Oct. 1904; 13-ounce loaf, Nov. and Dec. 1904.	.0500	.0500	.0546	.0593

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BREAD, WHEAT—Concluded.

State and locality.	Description.	Average price per loaf.		Average price per pound.	
		1903.	1904.	1903.	1904.
RHODE ISLAND—concluded.					
Providence.....	16-ounce loaf, Jan. Apr. May 1903; 15½-ounce loaf, Feb. and Mar. 1903; 15-ounce loaf, June and July 1903; 14½-ounce loaf, Aug. 1903 to Jan. 1904; 14-ounce loaf, Feb. to May 1904; 13½-ounce loaf, June to Aug. 1904; 13-ounce loaf, Sept. to Dec. 1904. 15½-ounce loaf, Jan. to June 1903; 15-ounce loaf, July to Nov. 1903; 14-ounce loaf, Dec. 1903 to Mar. 1904; 13½-ounce loaf, Apr. to Dec. 1904.	\$0.0500	\$0.0500	\$0.0530	\$0.0590
SOUTH CAROLINA.					
Charleston.....	12-ounce loaf..... 1-pound loaf..... 1-pound loaf.....	.0400 .0500 .0300	.0400 .0500 .0375	.0533 .0500 .0300	.0533 .0500 .0375
SOUTH DAKOTA.					
Sioux Falls.....	13-ounce loaf..... 13-ounce loaf..... 13-ounce loaf.....	.0500 .0500 .0500	.0500 .0500 .0500	.0615 .0615 .0615	.0615 .0615 .0615
TENNESSEE.					
Memphis.....	15-ounce loaf, Jan. 1903 to Aug. 1904; 14-ounce loaf, Sept. to Dec. 1904. 1-pound loaf, 1903; 15-ounce loaf, Jan. to May 1904; 13-ounce loaf, June to Dec. 1904.	.0500 .0500	.0500 .0500	.0533 .0500	.0546 .0581
Nashville.....	1-pound loaf, Jan. 1903 to Sept. 1904; 14-ounce loaf, Oct. to Dec. 1904. 1-pound loaf, Jan. 1903 to Sept. 1904; 14-ounce loaf, Oct. to Dec. 1904.	.0500 .0500	.0500 .0500	.0500 .0500	.0518 .0518
TEXAS.					
Dallas.....	1-pound loaf, Jan. 1903 to Feb. 1904; 12-ounce loaf, Mar. to Dec. 1904. 15½-ounce loaf, Jan. 1903 to Feb. 1904; 13½-ounce loaf, Mar. to Dec. 1904.	.0500 .0500	.0500 .0500	.0500 .0516	.0639 .0592
Houston.....	14-ounce loaf..... 1-pound loaf, Jan. 1903 to July 1904; 14-ounce loaf, Aug. to Dec. 1904.	.0500 .0500	.0500 .0500	.0571 .0500	.0571 .0530
San Antonio.....	18-ounce loaf, Jan. 1903 to Mar. 1904; 17-ounce loaf, Apr. 1904; 15-ounce loaf, May to Dec. 1904. 20-ounce loaf, Jan. 1903 to Feb. 1904; 19-ounce loaf, Mar. 1904; 18-ounce loaf, Apr. 1904; 15-ounce loaf, May to Dec. 1904. 18-ounce loaf, Jan. 1903 to May 1904; 1-pound loaf, June to Dec. 1904.	.0500 .0500 .0500	.0500 .0500 .0500	.0444 .0400 .0444	.0506 .0494 .0477
UTAH.					
Salt Lake City.....	1-pound loaf..... 1-pound loaf.....	.0500 .0500	.0500 .0500	.0500 .0500	.0500 .0500
VIRGINIA.					
Norfolk.....	1-pound loaf, 1903; 14-ounce loaf, 1904.	.0500	.0500	.0500	.0571
Richmond.....	1-pound loaf, 1903; 14-ounce loaf, 1904.	.0500	.0500	.0500	.0571
WASHINGTON.					
Seattle.....	1-pound loaf..... 1-pound loaf..... 1-pound loaf.....	.0500 .0500 .0500	.0500 .0500 .0500	.0500 .0500 .0500	.0500 .0500 .0500
Tacoma.....	1-pound loaf, Jan. 1903 to Nov. 1904; 15-ounce loaf, Dec. 1904.	.0500	.0500	.0500	.0503
WEST VIRGINIA.					
Wheeling.....	1-pound loaf.....	.0500	.0500	.0500	.0500
WISCONSIN.					
Milwaukee.....	1-pound loaf..... 1-pound loaf..... 1-pound loaf.....	.0500 .0500 .0500	.0500 .0500 .0500	.0500 .0500 .0500	.0500 .0500 .0500

TABLE 1.—RETAIL PRICES OF FOOD, 1943 AND 1964—Continued

BATTLE FOR POLYMER

State and Locality.	Description.	Average price.	
		1902.	1901.
ALABAMA.			
Birmingham.....	Creamery.....	\$2.2500	\$2.2500
	Creamery, medium.....	2.22	2.22
	Dairy, sweet test.....	2.23	2.23
Montgomery.....	Creamery.....	2.17	2.03
ARKANSAS.			
Little Rock.....	Creamery, medium.....	2.22	2.17
	Creamery, medium.....	2.12	2.07
	Creamery, medium.....	2.15	2.02
CALIFORNIA.			
Los Angeles.....	Creamery, medium.....	2.47	2.35
	Creamery, medium, sweet test.....	2.77	2.63
	Dairy, test.....	2.23	2.15
Oakland.....	Creamery, sweet test.....	2.04	2.06
	Creamery, California, test.....	2.18	2.00
San Francisco.....	Creamery, dairy, sweet test.....	2.47	2.16
	Dairy, good, sweet test.....	2.45	2.17
	Creamery, medium.....	2.75	2.32
	Creamery, medium, sweet test.....	3.05	2.74
	Creamery, medium, sweet storage, during the winter months.....	2.70	2.53
	Creamery, medium, sweet storage, during the winter months, sweet test.....	2.73	2.53
	Creamery, medium, sweet storage, during the winter months, sweet test.....	2.73	2.53
COLORADO.			
Denver.....	Creamery.....	2.62	2.77
Leadville.....	Creamery.....	2.46	2.67
CONNECTICUT.			
Bridgewater.....	Creamery, best.....	2.60	2.63
Hartford.....	Creamery, fresh.....	2.25	2.23
Middletown.....	Creamery, extra.....	2.60	2.57
New Haven.....	Creamery, (creamery).....	2.50	2.48
	Creamery, medium.....	2.45	2.33
New York City.....	Creamery, extra.....	2.77	2.73
Stamford.....	Creamery, Extra.....	2.67	2.60
Terrebonne.....	Creamery, best.....	2.45	2.43
Wilmington.....	Creamery, fresh.....	2.55	2.43
DELAWARE.			
Washington.....	Creamery, fresh.....	2.75	2.40
	Creamery, fresh.....	2.55	2.70
DISTRICT OF COLUMBIA.			
Washington.....	Creamery.....	2.67	2.30
	Creamery.....	2.62	2.15
	Creamery, Extra test.....	2.70	2.35
FLORIDA.			
Jacksonville.....	Creamery.....	2.47	2.47
	Creamery.....	2.00	2.15
	Creamery.....	2.15	2.05
GEORGIA.			
Atlanta.....	Creamery.....	2.00	2.00
	Creamery, Georgia.....	2.45	2.42
	Creamery, medium.....	2.72	2.72
Columbus.....	Creamery, best.....	2.00	2.00
ILLINOIS.			
Chicago.....	Dairy.....	2.43	2.55
	Dairy.....	2.75	2.82
	Dairy.....	2.75	2.80
	Dairy.....	2.43	2.40
	Dairy.....	2.75	2.75
East St. Louis.....	Dairy.....	2.75	2.73
Peoria.....	Creamery, medium.....	2.62	2.62
	Creamery, medium.....	2.67	2.67
	Medium.....	2.50	2.72
Quincy.....	Dairy, standard.....	2.33	2.50
Rock Island.....	Dairy, country.....	2.25	2.20
Springs.....	Dairy, fresh.....	2.67	2.65

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BUTTER, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
INDIANA.			
Evansville.....	Creamery.....	\$0.3167	\$0.3125
Fort Wayne.....	Creamery.....	.2867	.2925
Indianapolis.....	Country.....	.2350	.2508
	Country.....	.2500	.2500
	Dairy, country.....	.2902	.3000
South Bend.....	Creamery, best.....	.2825	.2667
Terre Haute.....	Dairy, country.....	.2500	.2583
IOWA.			
Des Moines.....	Creamery, medium.....	.3283	.3283
	Creamery, medium.....	.2783	.2783
	Creamery, medium.....	.3083	.3042
Dubuque.....	Creamery, medium.....	.2792	.2792
	Dairy.....	.2292	.2250
KANSAS.			
Topeka.....	Creamery, medium.....	.2308	.2258
	Creamery, medium.....	.2283	.2250
	Creamery, medium.....	.2417	.2350
KENTUCKY.			
Covington.....	Creamery, Elgin.....	.2867	.2833
Louisville.....	Creamery, medium.....	.2583	.2583
	Creamery, pure.....	.3208	.3083
LOUISIANA.			
New Orleans.....	Creamery, Elgin.....	.2958	.2958
	Creamery, medium.....	.2063	.2100
	Dairy, pure.....	.2517	.2700
MAINE.			
Bangor.....	Dairy.....	.2100	.2158
Biddeford.....	Dairy.....	.2425	.2475
Lewiston.....	Dairy.....	.2350	.2383
Portland.....	Creamery.....	.3000	.2867
	Creamery, medium.....	.2717	.2675
MARYLAND.			
Baltimore.....	Creamery, fresh.....	.3192	.3125
	Creamery, medium.....	.2875	.3025
	Dairy, fresh.....	.2933	.2892
	Dairy, fresh.....	.3067	.3033
	Dairy, fresh.....	.2867	.2867
	Dairy, fresh.....	.2575	.2700
Mount Washington.....	Dairy, fresh.....	.3442	.3083
Sparrow Point.....	Dairy, fresh.....	.3133	.3258
MASSACHUSETTS.			
Boston.....	Creamery.....	.2775	.2592
	Creamery, medium.....	.2833	.2825
	Dairy, good.....	.2692	.2517
Brockton.....	Creamery, fresh.....	.3200	.2950
Cambridge.....	Dairy, fresh.....	.2883	.2775
Chelsea.....	Creamery, fresh.....	.3033	.2933
Fall River.....	Creamery.....	.2767	.2508
	Creamery, medium.....	.2392	.2492
Holyoke.....	Creamery, fresh.....	.2800	.2883
Hydepark.....	Creamery, fresh.....	.2767	.2642
Lawrence.....	Dairy.....	.2608	.2808
Lowell.....	Creamery.....	.2700	.2808
Lynn.....	Dairy.....	.2783	.2875
Quincy.....	Creamery, fresh.....	.3167	.3000
Salem.....	Dairy.....	.2883	.2667
Somerville.....	Creamery, fresh.....	.2750	.2750
Springfield.....	Dairy, fresh.....	.3125	.3092
Worcester.....	Creamery, best.....	.3000	.2983
	Dairy, best.....	.2992	.3008
MICHIGAN.			
Bay City.....	Dairy.....	.2292	.2258
Detroit.....	Dairy, best.....	.2433	.2333
	Dairy, best.....	.2483	.2467
Grand Rapids.....	Dairy.....	.2300	.2192
	Dairy, best.....	.2242	.2308
Saginaw.....	Dairy.....	.2275	.2133
	Dairy.....	.2208	.2100
Wyandotte.....	Dairy, best.....	.2375	.2317

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BREAD, WHEAT—Continued.

State and locality.	Description.	Average price per loaf		Average price per pound.	
		1903.	1904.	1903.	1904.
NEW YORK—concluded.					
Mariner Harbor.....	1-pound loaf.....	\$0.0500	\$0.0500	\$0.0500	\$0.0500
Newburgh.....	1-pound loaf.....	.0500	.0500	.0500	.0500
New York.....	17-ounce loaf, Jan. 1903 to July 1904; 1-pound loaf, Aug. to Sept. 1904; 15-ounce loaf, Oct. to Dec. 1904.	.0500	.0500	.0471	.0491
	17-ounce loaf, Jan. 1903 to July 1904; 1-pound loaf, Aug. to Sept. 1904; 15-ounce loaf, Oct. to Dec. 1904.	.0500	.0500	.0471	.0491
	17-ounce loaf, Jan. 1903 to July 1904; 1-pound loaf, Aug. to Sept. 1904; 15-ounce loaf, Oct. to Dec. 1904.	.0500	.0500	.0471	.0491
	17-ounce loaf, Jan. 1903 to July 1904; 1-pound loaf, Aug. to Sept. 1904; 15-ounce loaf, Oct. to Dec. 1904.	.0500	.0500	.0471	.0491
Rochester.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
Troy.....	1-pound loaf.....	.0600	.0600	.0600	.0600
Utica.....	1-pound loaf.....	.0500	.0500	.0500	.0500
West New Brighton.....	15-ounce loaf, Jan. 1903 to Aug. 1904; 14-ounce loaf, Sept. to Dec. 1904.	.0500	.0500	.0533	.0546
NORTH CAROLINA.					
Durham.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Winston-Salem.....	1-pound loaf.....	.0500	.0500	.0500	.0500
OHIO.					
Canton.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Cincinnati.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
Cleveland.....	1-pound loaf, Jan. 1903 to June 1904; 14-ounce loaf, July to Dec. 1904.	.0500	.0500	.0500	.0536
	1-pound loaf, Jan. 1903 to May 1904; 14-ounce loaf, June to Dec. 1904.	.0500	.0500	.0500	.0541
	1-pound loaf, Jan. 1903 to June 1904; 14-ounce loaf, July to Dec. 1904.	.0500	.0500	.0500	.0536
Hamilton.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Springfield.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Toledo.....	1-pound loaf, Jan. 1903 to June 1904; 14-ounce loaf, July to Dec. 1904.	.0500	.0500	.0500	.0536
Youngstown.....	1-pound loaf.....	.0500	.0500	.0500	.0500
OREGON.					
Portland.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
PENNSYLVANIA.					
Allegheny.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Altoona.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Bethlehem.....	1-pound loaf.....	.0433	.0500	.0433	.0500
Chester.....	14-ounce loaf, 1903; 1-pound loaf, 1904.	.0400	.0500	.0457	.0500
	12-ounce loaf.....	.0500	.0500	.0667	.0667
Lancaster.....	1-pound loaf, 1903; 14-ounce loaf, 1904.	.0500	.0500	.0500	.0571
Norristown.....	17-ounce loaf, 1903; 1-pound loaf, 1904.	.0500	.0500	.0471	.0500
Philadelphia.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
	Vienna, 1-pound loaf.....	.0500	.0500	.0500	.0500
Pittsburg.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
Reading.....	1-pound loaf, 1903; 14-ounce loaf, 1904.	.0500	.0500	.0500	.0552
Seranton.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
Wilkesbarre.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Williamsport.....	1-pound loaf.....	.0500	.0500	.0500	.0500
RHODE ISLAND.					
Natick.....	15-ounce loaf, Jan. 1903 to June 1904; 14-ounce loaf, July 1904; 13-ounce loaf, Aug. to Dec. 1904.	.0500	.0500	.0533	.0561
Providence.....	15-ounce loaf, Jan. to Aug. 1903; 14-ounce loaf, Sept. 1903 to Feb. 1904; 13-ounce loaf, Mar. to Oct. 1904; 13-ounce loaf, Nov. and Dec. 1904.	.0500	.0500	.0546	.0593

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BUTTER, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
NEW YORK—concluded.			
Tompkinsville.....	Dairy.....	\$0.2900	\$0.2733
Troy.....	Creamery, best.....	.2950	.2950
Utica.....	Creamery, Elgin.....	.2808	.2917
West New Brighton.....	Dairy, tub, best.....	.2575	.2575
	Creamery, extra.....	.2808	.2800
NORTH CAROLINA.			
Durham.....	Country, good.....	.2500	.2375
Winston-Salem.....	Creamery, standard.....	.3083	.3083
	Country, homemade.....	.2292	.2292
	Creamery, Elgin.....	.3000	.3000
OHIO.			
Cincinnati.....	Creamery.....	.3008	.2942
Cleveland.....	Creamery, Illinois.....	.2675	.2783
	Dairy, good.....	.2200	.2250
	Creamery.....	.2825	.2708
	Creamery.....	.2733	.2675
	Creamery, Elgin.....	.3017	.2900
Columbus.....	Creamery, Elgin.....	.2858	.2800
Hamilton.....	Creamery, Elgin.....	.3142	.3117
Springfield.....	Dairy, country.....	.2233	.2242
Toledo.....	Country.....	.2517	.2358
Youngstown.....	Country, fresh.....	.2200	.2058
	Country, fresh.....	.2625	.2425
OREGON.			
Portland.....	Creamery, medium.....	.3125	.3146
Portland.....	Creamery, medium.....	.3438	.3208
	Creamery, medium.....	.3417	.3271
PENNSYLVANIA.			
Allegheny.....	Creamery.....	.3125	.3142
Allentown.....	Creamery.....	.2858	.2983
	Creamery.....	.2850	.2850
	Creamery.....	.3292	.3175
Bethlehem.....	Creamery, Coopersburg.....	.3150	.3050
Chester.....	Creamery.....	.3167	.3200
	Creamery.....	.3050	.2817
Lancaster.....	Creamery.....	.3133	.2992
Norristown.....	Creamery, second grade.....	.3058	.3225
Philadelphia.....	Creamery.....	.3392	.3375
	Creamery.....	.3092	.3175
	Creamery.....	.3150	.3100
	Creamery.....	.3158	.2992
	Creamery.....	.3300	.3083
	Creamery, Pennsylvania.....	.3325	.3142
	Creamery.....	.3033	.3042
	Creamery.....	.3167	.3017
	Creamery.....	.3075	.3367
	Creamery.....	.2683	.2575
Wilkesbarre.....	Creamery, Arlington.....	.2800	.2725
Williamsport.....	Creamery, fresh.....	.2950	.2883
	Creamery, local, best.....	.3517	.3383
York.....	Creamery, Pennsylvania.....	.2725	.2767
	Dairy, fresh.....	.2517	.2358
RHODE ISLAND.			
Providence.....	Creamery, best.....	.2892	.2842
Providence.....	Creamery, best.....	.2817	.2792
	Creamery, best.....	.3167	.3217
SOUTH CAROLINA.			
Charleston.....	Creamery, best.....	.2975	.2892
Charleston.....	Creamery, medium.....	.2392	.2192
	Creamery, storage, medium.....	.2758	.2642
SOUTH DAKOTA.			
Sioux Falls.....	Creamery.....	.2333	.2442
Sioux Falls.....	Creamery.....	.2350	.2333
	Creamery.....	.2217	.2317
TENNESSEE.			
Memphis.....	Creamery.....	.3068	.3119
Memphis.....	Creamery.....	.3000	.3250
	Creamery.....	.3000	.2917

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BUTTER, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
TENNESSEE—concluded.			
Nashville.....	Creamery, best.....	\$0.2579	\$0.2706
	Dairy, test.....	.2500	.3000
	Dairy, Jersey.....	.2542	.2706
TEXAS.			
Dallas.....	Country, fresh.....	.1908	.1904
	Creamery, medium.....	.2750	.2750
	Creamery, medium.....	.2875	.2958
San Antonio.....	Creamery, medium.....	.2917	.2750
	Creamery, medium.....	.2500	.2800
	Creamery, medium.....	.3000	.3000
UTAH.			
Salt Lake City.....	Creamery, medium.....	.2917	.2750
	Creamery, medium.....	.2208	.2208
	Creamery, medium.....	.2917	.2667
VIRGINIA.			
Norfolk.....	Country.....	.2283	.2508
	Creamery, Elgin.....	.2992	.3250
Richmond.....	Creamery, best.....	.3008	.2875
	Creamery, Elgin.....	.3167	.2825
	Creamery, Elgin.....	.2792	.2900
WASHINGTON.			
Seattle.....	Creamery.....	.2938	.2706
	Creamery, medium.....	.2667	.2688
	Creamery, medium.....	.2750	.2688
Tacoma.....	Dairy, good.....	.3125	.3125
WEST VIRGINIA.			
Wheeling.....	Country, fresh.....	.2825	.2706
WISCONSIN.			
Milwaukee.....	Creamery, fancy.....	.2958	.2833
	Creamery, first grade.....	.2650	.2475
	Dairy, Wisconsin.....	.2442	.2433
Oshkosh.....	Dairy, test.....	.2367	.2567
Racine.....	Creamery.....	.2775	.2817
	Creamery.....	.2633	.2606

CHEESE, PER POUND.

ALABAMA.			
Birmingham.....	Full cream.....	\$0.2000	\$0.2000
	Full cream.....	.2000	.2000
Montgomery.....	Full cream.....	.1854	.1917
ARKANSAS.			
Little Rock.....	Full cream.....	.2000	.2000
	Full cream.....	.1875	.1875
CALIFORNIA.			
Los Angeles.....	Full cream.....	.2000	.2000
	Full cream, California.....	.2000	.2000
Oakland.....	Full cream, New York State.....	.2000	.2000
Sacramento.....	Full cream, California.....	.1625	.1633
	Full cream, fancy, New York State.....	.2100	.2100
San Francisco.....	Full cream.....	.1500	.1500
	Full cream, California.....	.1500	.1500
	Full cream, California.....	.2167	.2000
	Full cream, California.....	.1542	.1767
	Full cream, Eastern.....	.2000	.2000
COLORADO.			
Denver.....	Full cream, Eastern.....	.2000	.2000
	Full cream, New York State.....	.1500	.1500
Leadville.....	Cream, New York State.....	.2208	.2208
CONNECTICUT.			
Bridgeport.....	Full cream.....	.1767	.1800
Hartford.....	Full cream, New York State.....	.1733	.1767
Middletown.....	Full cream, factory.....	.1600	.1633
New Haven.....	Full cream.....	.1817	.1833
	Full cream.....	.1600	.1600

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

CHEESE, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
CONNECTICUT—concluded.			
New London.....	Cream, New York State.....	\$0.1700	\$0.1667
Stamford.....	Full cream.....	.1883	.1717
Torrington.....	Full cream.....	.1633	.1650
Willimantic.....	Full cream, New York State.....	.1633	.1800
DELAWARE.			
Wilmington.....	Full cream, New York State.....	.1950	.2000
	Full cream, New York State.....	.1767	.1600
DISTRICT OF COLUMBIA.			
Washington.....	Full cream.....	.2000	.2000
	Full cream.....	.2000	.2000
	Full cream.....	.2000	.2000
FLORIDA.			
Jacksonville.....	Full cream.....	.2000	.2000
	Full cream.....	.2000	.2292
	Full cream.....	.2000	.2000
GEORGIA.			
Atlanta.....	Full cream.....	.1500	.1500
	Full cream.....	.1750	.1500
	Full cream.....	.1833	.1792
Columbus.....	Full cream.....	.1800	.1800
ILLINOIS.			
Chicago.....	Full cream.....	.1583	.1333
	Full cream.....	.1617	.1692
	Full cream.....	.1683	.1667
	Full cream.....	.1658	.1600
	Full cream.....	.1658	.1267
East St. Louis.....	Full cream.....	.1583	.1592
Peoria.....	Full cream.....	.1525	.1525
	Full cream.....	.1900	.1900
Rock Island.....	Full cream, New York State.....	.1500	.1458
Springfield.....	Full cream.....	.2000	.2000
INDIANA.			
Evansville.....	Full cream.....	.1638	.1550
	Full cream, Wisconsin.....	.1533	.1438
Indianapolis.....	Cream.....	.1767	.1692
	Cream.....	.1675	.1600
	Cream, New York State.....	.1867	.1883
South Bend.....	Full cream.....	.1700	.1700
Terre Haute.....	Full cream.....	.2000	.2000
IOWA.			
Des Moines.....	Full cream.....	.2000	.2000
	Full cream.....	.1625	.1625
Dubuque.....	Full cream.....	.1563	.1542
	Full cream, New York State.....	.1533	.1567
KANSAS.			
Topeka.....	Full cream.....	.2000	.1850
	Full cream.....	.2000	.2000
KENTUCKY.			
Covington.....	Creamery, New York State.....	.1500	.1500
Louisville.....	Full cream.....	.2000	.2000
	Full cream, New York State.....	.2083	.2050
LOUISIANA.			
New Orleans.....	Full cream.....	.1742	.1792
	Full cream, New York State.....	.2000	.2000
MAINE.			
Bangor.....	Cream.....	.1508	.1550
Biddeford.....	Cream, extra.....	.1525	.1550
Lewiston.....	Cream, dairy.....	.1542	.1617
Portland.....	Cream, extra.....	.1633	.1708
	Full cream.....	.1725	.1733
MARYLAND.			
Baltimore.....	Full cream.....	.1950	.1950
	Full cream.....	.1700	.1575
	Full cream.....	.1800	.1800
Sparrow Point.....	Full cream.....	.1450	.1483

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

CHEESE, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MASSACHUSETTS.			
Boston.....	Full cream, American.....	\$0.1600	\$0.1650
	Full cream, American.....	.1617	.1533
	Full cream, American, plain.....	.1675	.1458
Brockton.....	Full cream, dairy.....	.1783	.1750
Cambridge.....	Full cream.....	.1600	.1525
Chelsea.....	Cream, New York State.....	.1650	.1800
Fall River.....	Full cream.....	.1525	.1342
	Full cream.....	.1617	.1483
Holyoke.....	Full cream.....	.1600	.1600
Hydepark.....	Full cream, dairy.....	.1633	.1600
Lawrence.....	Full cream.....	.1500	.1467
Lowell.....	Full cream.....	.1567	.1550
Lynn.....	Full cream.....	.1767	.1733
Malden.....	Cream, New York State.....	.1575	.1600
Quincy.....	Full cream.....	.1667	.1583
Salem.....	Full cream.....	.1542	.1533
Somerville.....	Full cream.....	.1633	.1542
Springfield.....	Full cream.....	.2000	.1917
Worcester.....	Full cream.....	.1667	.1667
	Full cream.....	.1600	.1600
MICHIGAN.			
Bay City.....	Full cream.....	.1583	.1575
Detroit.....	Full cream, Michigan.....	.1508	.1508
	Full cream, Michigan.....	.1650	.1800
Grand Rapids.....	Full cream.....	.1633	.1683
	Full cream, New York State.....	.1800	.1800
Wyandotte.....	Full cream.....	.1458	.1492
MINNESOTA.			
Duluth.....	Full cream.....	.1633	.1625
	Full cream.....	.1550	.1450
Minneapolis.....	Full cream.....	.1617	.1467
	Full cream.....	.1733	.1800
St. Paul.....	Full cream.....	.1583	.1567
	Full cream.....	.1463	.1496
MISSOURI.			
Kansas City.....	Full cream.....	.1550	.1500
	Full cream.....	.1592	.1500
St. Louis.....	Full cream.....	.1583	.1550
	Full cream.....	.1642	.1600
	Full cream, creamery.....	.1475	.1567
	Full cream, creamery.....	.1508	.1500
MONTANA.			
Butte.....	Full cream.....	.2000	.2000
	Full cream.....	.2000	.2000
NEBRASKA.			
Omaha.....	Full cream.....	.1792	.1792
	Full cream.....	.2000	.2000
NEW HAMPSHIRE.			
Concord.....	Full cream.....	.1542	.1317
Manchester.....	Full cream.....	.1533	.1517
	Full cream.....	.1567	.1600
NEW JERSEY.			
Bayonne.....	Full cream.....	.1600	.1600
Camden.....	Full cream.....	.1717	.1558
Elizabeth.....	Full cream.....	.1600	.1600
Jersey City.....	Full cream, New York State.....	.1600	.1600
	Full cream, New York State.....	.1500	.1533
New Brunswick.....	Full cream.....	.1683	.1600
Paterson.....	Cream, first grade, New York State.....	.1500	.1500
Trenton.....	Full cream.....	.1600	.1600
	Full cream.....	.1717	.1733
NEW YORK.			
Albany.....	Full cream.....	.1667	.1600
Brooklyn.....	Full cream.....	.1567	.1567
	Full cream, creamery.....	.1808	.1800
Buffalo.....	Full cream.....	.1567	.1508
	Full cream.....	.1642	.1600
	Full cream, New York State.....	.1608	.1458
	Full cream, New York State.....	.1467	.1383
Cohoes.....	Full cream, New York State.....	.1683	.1600
College Point.....	Full cream, extra.....	.1800	.1800
Flushing.....	Full cream, good.....	.1700	.1750
Jamaica.....	Full cream, good.....	.1633	.1417

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

CHEESE, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
NEW YORK—concluded.			
Mariner Harbor.....	Full cream, creamery.....	\$0.1717	\$0.1800
Newburgh.....	Full cream, factory.....	.1800	.1800
New York.....	Factory, New York State.....	.1800	.1700
	Full cream.....	.1917	.1883
	Full cream, New York State.....	.1667	.1617
	Full cream, XXX, New York State.....	.1575	.1408
	Skim milk.....	.1433	.1467
Rochester.....	Double cream, New York State.....	.1633	.1575
	Full cream.....	.1600	.1575
	Full cream.....	.1567	.1442
Syracuse.....	Full cream, American.....	.1600	.1600
Troy.....	Full cream, dairy, best.....	.1600	.1550
Utica.....	Full cream.....	.1600	.1500
West New Brighton.....	Full cream, XXX, New York State.....	.1667	.1600
NORTH CAROLINA.			
Durham.....	Full cream, American.....	.1750	.1833
Winston-Salem.....	Full cream, New York State.....	.2000	.2000
OHIO.			
Cincinnati.....	Full cream.....	.1900	.2000
	Full cream.....	.1500	.1558
	Full cream.....	.1525	.1525
Cleveland.....	Full cream.....	.1617	.1558
	Full cream.....	.1642	.1517
	Full cream, New York State.....	.1533	.1533
	Full cream, Vermont.....	.1833	.1867
Columbus.....	Full cream.....	.1600	.1458
Hamilton.....	Full cream, Ohio.....	.1617	.1600
Toledo.....	Full cream.....	.1408	.1558
Youngstown.....	Full cream, domestic.....	.1508	.1458
OREGON.			
Portland.....	Full cream.....	.1750	.1750
	Full cream.....	.1875	.1875
PENNSYLVANIA.			
Allegheny.....	Full cream.....	.1708	.1533
	Full cream.....	.1583	.1550
Allentown.....	Cream, New York State.....	.1683	.1467
Altoona.....	Full cream.....	.2000	.1800
Bethlehem.....	Cream, New York State.....	.1667	.1517
Chester.....	Full cream.....	.1667	.1600
	Full cream, New York State.....	.1683	.1492
Lancaster.....	Full cream.....	.1683	.1492
Norristown.....	Full cream.....	.1658	.1625
Philadelphia.....	Full cream.....	.1733	.1550
	Full cream.....	.1667	.1625
	Full cream.....	.1883	.1800
	Full cream.....	.1800	.1575
	Full cream, New York State.....	.1633	.1625
	Full cream, New York State.....	.1717	.1600
Pittsburg.....	Full cream.....	.1725	.1675
	Full cream.....	.1850	.1700
Reading.....	Full cream.....	.1717	.1767
Scranton.....	Full cream.....	.1575	.1558
	Full cream.....	.1575	.1600
Wilkesbarre.....	Cream, New York State.....	.1558	.1558
Williamsport.....	Full cream, New York State.....	.1550	.1550
York.....	Full cream.....	.1692	.1567
RHODE ISLAND.			
East Greenwich.....	Full cream.....	.1642	.1567
Natick.....	Full cream.....	.1583	.1567
Providence.....	Full cream.....	.1617	.1600
	Full cream.....	.1650	.1650
	Full cream, fancy.....	.1658	.1508
SOUTH CAROLINA.			
Charleston.....	Full cream, American.....	.1800	.1750
	Full cream, American.....	.1600	.1575
SOUTH DAKOTA.			
Sioux Falls.....	Full cream.....	.1700	.1700
	Full cream.....	.1800	.1800

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BREAD, WHEAT—Continued.

State and locality.	Description.	Average price per loaf.		Average price per pound.	
		1903.	1904.	1903.	1904.
NEW YORK—concluded.					
Mariner Harbor.....	1-pound loaf.....	\$0.0500	\$0.0500	\$0.0500	\$0.0500
Newburgh.....	1-pound loaf.....	.0500	.0500	.0500	.0500
New York.....	17-ounce loaf, Jan. 1903 to July 1904; 1-pound loaf, Aug. to Sept. 1904; 15-ounce loaf, Oct. to Dec. 1904.	.0500	.0500	.0471	.0491
	17-ounce loaf, Jan. 1903 to July 1904; 1-pound loaf, Aug. to Sept. 1904; 15-ounce loaf, Oct. to Dec. 1904.	.0500	.0500	.0471	.0491
	17-ounce loaf, Jan. 1903 to July 1904; 1-pound loaf, Aug. to Sept. 1904; 15-ounce loaf, Oct. to Dec. 1904.	.0500	.0500	.0471	.0491
	17-ounce loaf, Jan. 1903 to July 1904; 1-pound loaf, Aug. to Sept. 1904; 15-ounce loaf, Oct. to Dec. 1904.	.0500	.0500	.0471	.0491
Rochester.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
Troy.....	1-pound loaf.....	.0600	.0600	.0600	.0600
Utica.....	1-pound loaf.....	.0500	.0500	.0500	.0500
West New Brighton...	15-ounce loaf, Jan. 1903 to Aug. 1904; 14-ounce loaf, Sept. to Dec. 1904.	.0500	.0500	.0533	.0546
NORTH CAROLINA.					
Durham.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Winston-Salem.....	1-pound loaf.....	.0500	.0500	.0500	.0500
OHIO.					
Canton.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Cincinnati.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
Cleveland.....	1-pound loaf, Jan. 1903 to June 1904; 14-ounce loaf, July to Dec. 1904.	.0500	.0500	.0500	.0536
	1-pound loaf, Jan. 1903 to May 1904; 14-ounce loaf, June to Dec. 1904.	.0500	.0500	.0500	.0541
	1-pound loaf, Jan. 1903 to June 1904; 14-ounce loaf, July to Dec. 1904.	.0500	.0500	.0500	.0536
Hamilton.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Springfield.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Toledo.....	1-pound loaf, Jan. 1903 to June 1904; 14-ounce loaf, July to Dec. 1904.	.0500	.0500	.0500	.0536
Youngstown.....	1-pound loaf.....	.0500	.0500	.0500	.0500
OREGON.					
Portland.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
PENNSYLVANIA.					
Allegheny.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Altoona.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Bethlehem.....	1-pound loaf.....	.0433	.0500	.0433	.0500
Chester.....	14-ounce loaf, 1903; 1-pound loaf, 1904. 12-ounce loaf.....	.0400	.0500	.0457	.0500
	1-pound loaf, 1903; 14-ounce loaf, 1904.	.0500	.0500	.0667	.0667
Lancaster.....	17-ounce loaf, 1903; 1-pound loaf, 1904.	.0500	.0500	.0500	.0571
Norristown.....	1-pound loaf.....	.0500	.0500	.0471	.0500
Philadelphia.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
	Vienna, 1-pound loaf.....	.0500	.0500	.0500	.0500
Pittsburg.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
Reading.....	1-pound loaf, 1903; 14-ounce loaf, 1904.	.0500	.0500	.0500	.0552
Scranton.....	1-pound loaf.....	.0500	.0500	.0500	.0500
	1-pound loaf.....	.0500	.0500	.0500	.0500
Wilkesbarre.....	1-pound loaf.....	.0500	.0500	.0500	.0500
Williamsport.....	1-pound loaf.....	.0500	.0500	.0500	.0500
RHODE ISLAND.					
Natick.....	15-ounce loaf, Jan. 1903 to June 1904; 14-ounce loaf, July 1904; 13-ounce loaf, Aug. to Dec. 1904.	.0500	.0500	.0533	.0561
Providence.....	15-ounce loaf, Jan. to Aug. 1903; 14-ounce loaf, Sept. 1903 to Feb. 1904; 13-ounce loaf, Mar. to Oct. 1904; 13-ounce loaf, Nov. and Dec. 1904.	.0500	.0500	.0546	.0593

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BREAD, WHEAT—Concluded.

State and locality.	Description.	Average price per loaf.		Average price per pound.	
		1903.	1904.	1903.	1904.
RHODE ISLAND—concluded.					
Providence	16-ounce loaf, Jan. Apr. May 1903; 15½-ounce loaf, Feb. and Mar. 1903; 15-ounce loaf, June and July 1903; 14½-ounce loaf, Aug. 1903 to Jan. 1904; 14-ounce loaf, Feb. to May 1904; 13½-ounce loaf, June to Aug. 1904; 13-ounce loaf, Sept. to Dec. 1904.	\$0.0500	\$0.0500	\$0.0530	\$0.0590
	15½-ounce loaf, Jan. to June 1903; 15-ounce loaf, July to Nov. 1903; 14-ounce loaf, Dec. 1903 to Mar. 1904; 13½-ounce loaf, Apr. to Dec. 1904.	.0500	.0500	.0528	.0588
SOUTH CAROLINA.					
Charleston	12-ounce loaf	.0400	.0400	.0533	.0533
	1-pound loaf	.0500	.0500	.0500	.0500
	1-pound loaf	.0300	.0375	.0300	.0375
SOUTH DAKOTA.					
Sioux Falls	13-ounce loaf	.0500	.0500	.0615	.0615
	13-ounce loaf	.0500	.0500	.0615	.0615
	13-ounce loaf	.0500	.0500	.0615	.0615
TENNESSEE.					
Memphis	15-ounce loaf, Jan. 1903 to Aug. 1904; 14-ounce loaf, Sept. to Dec. 1904.	.0500	.0500	.0533	.0546
	1-pound loaf, 1903; 15-ounce loaf, Jan. to May 1904; 13-ounce loaf, June to Dec. 1904.	.0500	.0500	.0500	.0581
Nashville	1-pound loaf, Jan. 1903 to Sept. 1904; 14-ounce loaf, Oct. to Dec. 1904.	.0500	.0500	.0500	.0518
	1-pound loaf, Jan. 1903 to Sept. 1904; 14-ounce loaf, Oct. to Dec. 1904.	.0500	.0500	.0500	.0518
TEXAS.					
Dallas	1-pound loaf, Jan. 1903 to Feb. 1904; 12-ounce loaf, Mar. to Dec. 1904.	.0500	.0500	.0500	.0639
	15½-ounce loaf, Jan. 1903 to Feb. 1904; 13½-ounce loaf, Mar. to Dec. 1904.	.0500	.0500	.0516	.0593
	14-ounce loaf	.0500	.0500	.0571	.0571
Houston	1-pound loaf, Jan. 1903 to July 1904; 14-ounce loaf, Aug. to Dec. 1904.	.0500	.0500	.0500	.0530
San Antonio	18-ounce loaf, Jan. 1903 to Mar. 1904; 17-ounce loaf, Apr. 1904; 15-ounce loaf, May to Dec. 1904.	.0500	.0500	.0444	.0506
	20-ounce loaf, Jan. 1903 to Feb. 1904; 19-ounce loaf, Mar. 1904; 18-ounce loaf, Apr. 1904; 15-ounce loaf, May to Dec. 1904.	.0500	.0500	.0400	.0494
	18-ounce loaf, Jan. 1903 to May 1904; 1-pound loaf, June to Dec. 1904.	.0500	.0500	.0444	.0477
UTAH.					
Salt Lake City	1-pound loaf	.0500	.0500	.0500	.0500
	1-pound loaf	.0500	.0500	.0500	.0500
VIRGINIA.					
Norfolk	1-pound loaf, 1903; 14-ounce loaf, 1904.	.0500	.0500	.0500	.0571
Richmond	1-pound loaf, 1903; 14-ounce loaf, 1904.	.0500	.0500	.0500	.0571
WASHINGTON.					
Seattle	1-pound loaf	.0500	.0500	.0500	.0500
	1-pound loaf	.0500	.0500	.0500	.0500
	1-pound loaf	.0500	.0500	.0500	.0500
Tacoma	1-pound loaf, Jan. 1903 to Nov. 1904; 15-ounce loaf, Dec. 1904.	.0500	.0500	.0500	.0503
WEST VIRGINIA.					
Wheeling	1-pound loaf	.0500	.0500	.0500	.0500
WISCONSIN.					
Milwaukee	1-pound loaf	.0500	.0500	.0500	.0500
	1-pound loaf	.0500	.0500	.0500	.0500
	1-pound loaf	.0500	.0500	.0500	.0500

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BUTTER, PER POUND.

State and locality.	Description.	Average price.	
		1903.	1904.
ALABAMA.			
Birmingham.....	Creamery.....	\$0.3500	\$0.3500
	Creamery, medium.....	.3333	.3333
	Dairy, Jersey, best.....	.3333	.3375
Montgomery.....	Creamery.....	.3167	.3063
ARKANSAS.			
Little Rock.....	Creamery, medium.....	.3292	.3167
	Creamery, medium.....	.3192	.2975
	Creamery, medium.....	.3250	.3292
CALIFORNIA.			
Los Angeles.....	Creamery, medium.....	.2667	.2625
	Creamery, medium, sold by the roll.....	.3375	.3313
	Dairy, best.....	.3383	.3125
Oakland.....	Creamery, sold by the square.....	.3048	.2788
	Creamery, California, best, sold by the roll.....	.3205	.3000
Sacramento.....	Creamery, fancy, sold by the square.....	.3417	.3146
	Dairy, good, sold by the roll.....	.2563	.2417
San Francisco.....	Creamery, medium.....	.3167	.3292
	Creamery, medium, sold by the square.....	.3006	.2714
	Creamery, medium (cold storage during the winter months).....	.2750	.2583
	Creamery, medium (cold storage during the winter months), sold by the square.....	.2733	.2583
	Creamery, medium (cold storage during the winter months), sold by the square.....	.2733	.2583
COLORADO.			
Denver.....	Creamery.....	.3083	.2717
Leadville.....	Creamery.....	.3086	.3107
CONNECTICUT.			
Bridgeport.....	Creamery, best.....	.2892	.2833
Hartford.....	Creamery, fresh.....	.2825	.2833
Middletown.....	Creamery, extra.....	.2883	.3267
New Haven.....	Creamery, Connecticut.....	.3292	.3163
	Creamery, medium.....	.3150	.3333
New London.....	Creamery, local.....	.3175	.3283
Stamford.....	Creamery, Elgin.....	.3317	.3000
Torrington.....	Creamery, best.....	.3183	.3063
Willimantic.....	Creamery, fresh.....	.3258	.3133
DELAWARE.			
Wilmington.....	Country, fresh.....	.3275	.3408
	Creamery, best.....	.3633	.3708
DISTRICT OF COLUMBIA.			
Washington.....	Creamery.....	.3167	.3208
	Creamery.....	.3242	.3125
	Creamery, Elgin, best.....	.3250	.3375
FLORIDA.			
Jacksonville.....	Creamery.....	.3417	.3417
	Creamery.....	.3200	.3158
	Creamery.....	.3288	.3058
GEORGIA.			
Atlanta.....	Creamery.....	.3000	.3000
	Creamery, Georgia.....	.3083	.3042
	Creamery, medium.....	.2792	.2792
Columbus.....	Creamery, best.....	.3000	.3000
ILLINOIS.			
Chicago.....	Dairy.....	.2483	.2558
	Dairy.....	.2475	.2292
	Dairy.....	.2475	.2206
	Dairy.....	.2433	.2150
	Dairy.....	.2375	.2275
East St. Louis.....	Dairy.....	.2875	.2933
Peoria.....	Creamery, medium.....	.3092	.3092
	Creamery, medium.....	.2833	.2817
	Medium.....	.2750	.2792
Quincy.....	Dairy, standard.....	.2533	.2500
Rock Island.....	Dairy, country.....	.2398	.2206
Springfield.....	Dairy, fresh.....	.2667	.2625

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BUTTER, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
INDIANA.			
Evansville.....	Creamery.....	\$0.3167	\$0.3125
Fort Wayne.....	Creamery.....	.2867	.2925
Indianapolis.....	Country.....	.2350	.2508
	Country.....	.2500	.2500
	Dairy, country.....	.2902	.3000
South Bend.....	Creamery, best.....	.2825	.2667
Terre Haute.....	Dairy, country.....	.2500	.2583
IOWA.			
Des Moines.....	Creamery, medium.....	.3283	.3283
	Creamery, medium.....	.2783	.2783
	Creamery, medium.....	.3083	.3042
Dubuque.....	Creamery, medium.....	.2792	.2792
	Dairy.....	.2292	.2250
KANSAS.			
Topeka.....	Creamery, medium.....	.2308	.2258
	Creamery, medium.....	.2283	.2250
	Creamery, medium.....	.2417	.2350
KENTUCKY.			
Covington.....	Creamery, Elgin.....	.2867	.2833
Louisville.....	Creamery, medium.....	.2583	.2583
	Creamery, pure.....	.3208	.3083
LOUISIANA.			
New Orleans.....	Creamery, Elgin.....	.2958	.2958
	Creamery, medium.....	.3063	.2100
	Dairy, pure.....	.2517	.2700
MAINE.			
Bangor.....	Dairy.....	.2100	.2158
Biddeford.....	Dairy.....	.2425	.2475
Lewiston.....	Dairy.....	.2350	.2383
Portland.....	Creamery.....	.3000	.2867
	Creamery, medium.....	.2717	.2675
MARYLAND.			
Baltimore.....	Creamery, fresh.....	.3192	.3125
	Creamery, medium.....	.2875	.3025
	Dairy, fresh.....	.2933	.2892
	Dairy, fresh.....	.3067	.3033
	Dairy, fresh.....	.2867	.2867
	Dairy, fresh.....	.2575	.2700
Mount Washington.....	Dairy, fresh.....	.3442	.3083
Sparrow Point.....	Dairy, fresh.....	.3133	.3258
MASSACHUSETTS.			
Boston.....	Creamery.....	.2775	.2592
	Creamery, medium.....	.2833	.2825
	Dairy, good.....	.2692	.2517
Brockton.....	Creamery, fresh.....	.3200	.2950
Cambridge.....	Dairy, fresh.....	.2883	.2775
Chelsea.....	Creamery, fresh.....	.3033	.2933
Fall River.....	Creamery.....	.2767	.2508
	Creamery, medium.....	.2392	.2492
Holyoke.....	Creamery, fresh.....	.2800	.2883
Hydepark.....	Creamery, fresh.....	.2767	.2642
Lawrence.....	Dairy.....	.2608	.2808
Lowell.....	Creamery.....	.2700	.2808
Lynn.....	Dairy.....	.2783	.2875
Quincy.....	Creamery, fresh.....	.3167	.3000
Salem.....	Dairy.....	.2883	.2667
Somerville.....	Creamery, fresh.....	.2750	.2750
Springfield.....	Dairy, fresh.....	.3125	.3092
Worcester.....	Creamery, best.....	.3000	.2983
	Dairy, best.....	.2992	.3008
MICHIGAN.			
Bay City.....	Dairy.....	.2292	.2258
Detroit.....	Dairy, best.....	.2433	.2333
	Dairy, best.....	.2483	.2467
Grand Rapids.....	Dairy.....	.2300	.2192
	Dairy, best.....	.2242	.2308
Saginaw.....	Dairy.....	.2275	.2133
	Dairy.....	.2208	.2100
Wyandotte.....	Dairy, best.....	.2375	.2317

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

CHEESE, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
TENNESSEE.			
Memphis.....	Cream.....	\$0.1750	\$0.1750
	Full cream, creamery.....	.2000	.2000
	Full cream, creamery.....	.2000	.2000
Nashville.....	Full cream.....	.1625	.1625
	Full cream.....	.2000	.2000
TEXAS.			
Dallas.....	Full cream.....	.2000	.2000
	Full cream.....	.2000	.1833
Houston.....	Full cream.....	.2000	.2000
San Antonio.....	Full cream.....	.2000	.2000
	Full cream.....	.2000	.2000
UTAH.			
Salt Lake City.....	Full cream.....	.1588	.1588
	Full cream.....	.1500	.1500
VIRGINIA.			
Norfolk.....	Full cream.....	.1767	.1700
Richmond.....	Full cream.....	.1750	.1633
	Full cream, American.....	.1667	.1667
	Full cream, best.....	.2000	.2000
WASHINGTON.			
Seattle.....	Full cream.....	.1800	.1800
	Full cream.....	.2000	.1875
Tacoma.....	Full cream.....	.2000	.1833
WEST VIRGINIA.			
Wheeling.....	Full cream.....	.1750	.1600
WISCONSIN.			
Milwaukee.....	Full cream, Wisconsin.....	.1542	.1417
	Full cream, Wisconsin.....	.1500	.1500
	Full cream, Wisconsin.....	.1492	.1433
Oshkosh.....	Full cream, New York State.....	.1800	.1800
Racine.....	Full cream.....	.1450	.1492
	Full cream, Wisconsin.....	.1500	.1400

CHICKENS, PER POUND.

ALABAMA.			
Birmingham.....	Dressed, fowls, old.....	\$0.2000	\$0.2000
	Live hens.....	.1500	.1500
Montgomery.....	Dressed, fowls, old.....	.1375	.1375
ARKANSAS.			
Little Rock.....	Dressed, fowls, old.....	.1567	.1567
	Dressed, fowls, old.....	.1500	.1500
CALIFORNIA.			
Los Angeles.....	Dressed, fowls, old.....	.2375	.2375
	Dressed, fowls, old.....	.2375	.2375
San Francisco.....	Dressed, fowls, old.....	.1758	.1758
	Dressed, fowls, old.....	.1950	.1950
	Dressed, fowls, old.....	.1950	.1950
COLORADO.			
Denver.....	Dressed, fowls, old.....	.1442	.1483
	Dressed, fowls, old.....	.1325	.1300
	Dressed, fowls, old.....	.1200	.1200
CONNECTICUT.			
Hartford.....	Dressed, 1-year old.....	.1733	.1833
Middletown.....	Dressed, fowls.....	.1883	.2000
	Dressed, young.....	.2367	.2583
New Haven.....	Dressed, fowls, old.....	.1667	.1733
	Dressed, fowls, old.....	.1717	.1867
New London.....	Full grown.....	.1750	.1900
Willimantic.....	Full grown.....	.1883	.1817
DELAWARE.			
Wilmington.....	Dressed.....	.1700	.1900
	Dressed, stewers, 1 to 2 years old.....	.1650	.1633
	Home dressed.....	.1442	.1513

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

BUTTER, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
NEW YORK—concluded.			
Tompkinsville.....	Dairy.....	\$0.2900	\$0.2733
Troy.....	Creamery, best.....	.2950	.2950
Utica.....	Creamery, Elgin.....	.2808	.2917
	Dairy, tub, best.....	.2575	.2575
West New Brighton.....	Creamery, extra.....	.2808	.2800
NORTH CAROLINA.			
Durham.....	Country, good.....	.2500	.2375
	Creamery, standard.....	.3083	.3083
Winston-Salem.....	Country, homemade.....	.2292	.2292
	Creamery, Elgin.....	.3000	.3000
OHIO.			
Cincinnati.....	Creamery.....	.3008	.2942
	Creamery, Illinois.....	.2675	.2783
	Dairy, good.....	.2200	.2250
Cleveland.....	Creamery.....	.2825	.2708
	Creamery.....	.2733	.2675
	Creamery, Elgin.....	.3017	.2900
	Creamery, Elgin.....	.2858	.2800
Columbus.....	Creamery, Elgin.....	.3142	.3117
Hamilton.....	Dairy, country.....	.2233	.2242
Springfield.....	Country.....	.2517	.2358
Toledo.....	Country, fresh.....	.2200	.2058
Youngstown.....	Country, fresh.....	.2625	.2425
OREGON.			
Portland.....	Creamery, medium.....	.3125	.3146
	Creamery, medium.....	.3438	.3208
	Creamery, medium.....	.3417	.3271
PENNSYLVANIA.			
Allegheny.....	Creamery.....	.3125	.3142
	Creamery.....	.2858	.2983
Allentown.....	Creamery.....	.2850	.2850
Altoona.....	Creamery.....	.3292	.3175
Bethlehem.....	Creamery, Coopersburg.....	.3150	.3050
Chester.....	Creamery.....	.3167	.3200
	Creamery.....	.3050	.2817
Lancaster.....	Creamery.....	.3133	.2992
Norristown.....	Creamery, second grade.....	.3058	.3225
Philadelphia.....	Creamery.....	.3392	.3375
	Creamery.....	.3092	.3175
	Creamery.....	.3150	.3100
	Creamery.....	.3158	.2992
	Creamery.....	.3300	.3083
	Creamery, Pennsylvania.....	.3325	.3142
Pittsburg.....	Creamery.....	.3033	.3042
	Creamery.....	.3167	.3017
Reading.....	Creamery.....	.3075	.3367
Scranton.....	Creamery.....	.2683	.2575
	Creamery, Arlington.....	.2800	.2725
Wilkesbarre.....	Creamery, fresh.....	.2950	.2883
	Creamery, local, best.....	.3517	.3383
Williamsport.....	Creamery, Pennsylvania.....	.2725	.2767
York.....	Dairy, fresh.....	.2517	.2358
RHODE ISLAND.			
Providence.....	Creamery, best.....	.2892	.2842
	Creamery, best.....	.2817	.2792
	Creamery, best.....	.3167	.3217
SOUTH CAROLINA.			
Charleston.....	Creamery, best.....	.2975	.2892
	Creamery, medium.....	.2392	.2192
	Creamery, storage, medium.....	.2758	.2642
SOUTH DAKOTA.			
Sioux Falls.....	Creamery.....	.2333	.2442
	Creamery.....	.2350	.2333
	Creamery.....	.2217	.2317
TENNESSEE.			
Memphis.....	Creamery.....	.3068	.3119
	Creamery.....	.3000	.3250
	Creamery.....	.3000	.2917

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

CHICKENS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MICHIGAN—concluded.			
Grand Rapids.....	Dressed, fowls.....	\$0.1408	\$0.1444
	Dressed, young.....	.1533	.1692
	Dressed, young, best.....	.1608	.1608
Wyandotte.....	Dressed, hens.....	.1392	.1375
MINNESOTA.			
Duluth.....	Dressed, fowls, old.....	.1254	.1279
	Dressed, hens, old.....	.1446	.1442
Minneapolis.....	Dressed.....	.1308	.1300
St. Paul.....	Dressed, hens.....	.1083	.1017
MISSOURI.			
Kansas City.....	Dressed, fowls, old.....	.1296	.1225
	Dressed, fowls, old.....	.1308	.1221
St. Louis.....	Not dressed, hens, old.....	.1250	.1300
	Not dressed, hens, old.....	.1250	.1275
	Not dressed, hens, old.....	.1233	.1217
MONTANA.			
Butte.....	Dressed, fowls, old.....	.1575	.1600
	Dressed, fowls, old.....	.1575	.1600
NEBRASKA.			
Omaha.....	Dressed, fowls, old.....	.1208	.1104
NEW HAMPSHIRE.			
Manchester.....	Dressed, fowls.....	.1900	.1883
	Dressed, fowls.....	.2100	.2100
NEW JERSEY.			
Bayonne.....	Broilers or fryers.....	.2067	.2117
	Fowls, roasters.....	.1783	.1950
	Full grown.....	.1467	.1575
Camden.....	Dressed, fowls.....	.1783	.1800
Jersey City.....	Dressed, fowls, old.....	.1583	.1517
	Fowls, old.....	.1492	.1458
Trenton.....	Dressed, fowls.....	.1800	.2108
	Dressed, fowls, old.....	.1717	.1750
NEW YORK.			
Albany.....	Dressed, full grown.....	.1500	.1700
Brooklyn.....	Dressed, roasters.....	.1883	.1908
Buffalo.....	Dressed.....	.1333	.1592
	Dressed.....	.1525	.1633
	Dressed.....	.1558	.1683
	Dressed, fowls.....	.1408	.1175
	Dressed, fowls.....	.1875	.1817
	Dressed.....	.1833	.1775
	Dressed.....	.1275	.1375
	Dressed, fowls.....	.1800	.1800
	Dressed, fowls, best.....	.1750	.1650
	Dressed, fowls, New Jersey or New York.....	.1992	.2042
	Dressed, young, New York State.....	.2050	.2390
Camden.....	Dressed, fowls.....	.1800	.1867
Philadelphia.....	Dressed, fowls, Maryland or New York State.....	.1600	.1558
	Dressed, young, New York State.....	.1833	.2000
	Dressed, young.....	.2317	.2500
OHIO.			
Cincinnati.....	Dressed.....	.1767	.1900
	Dressed.....	.1367	.1467
	Dressed.....	.1450	.1850
Cleveland.....	Dressed.....	.1625	.1567
	Dressed, young.....	.1917	.2142
	Dressed, young.....	.1870	.1990
Columbus.....	Dressed, fowls.....	.1542	.1590
Columbus.....	Dressed, fresh, full grown.....	.1458	.1371
Columbus.....	Fowls.....	.1592	.1617
OREGON.			
Portland.....	Dressed, fowls, old.....	.1500	.1590
	Dressed, fowls, old.....	.1500	.1500
PENNSYLVANIA.			
Philadelphia.....	Dressed, full grown.....	.1417	.1533
	1-year-old.....	.1775	.1783

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

CHEESE, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
CONNECTICUT—concluded.			
New London.....	Cream, New York State.....	\$0.1700	\$0.1667
Stamford.....	Full cream.....	.1883	.1717
Torrington.....	Full cream.....	.1633	.1650
Willimantic.....	Full cream, New York State.....	.1633	.1800
DELAWARE.			
Wilmington.....	Full cream, New York State.....	.1950	.2000
	Full cream, New York State.....	.1767	.1600
DISTRICT OF COLUMBIA.			
Washington.....	Full cream.....	.2000	.2000
	Full cream.....	.2000	.2000
	Full cream.....	.2000	.2000
FLORIDA.			
Jacksonville.....	Full cream.....	.2000	.2000
	Full cream.....	.2000	.2292
	Full cream.....	.2000	.2000
GEORGIA.			
Atlanta.....	Full cream.....	.1500	.1500
	Full cream.....	.1750	.1500
	Full cream.....	.1833	.1792
Columbus.....	Full cream.....	.1800	.1800
ILLINOIS.			
Chicago.....	Full cream.....	.1583	.1333
	Full cream.....	.1617	.1692
	Full cream.....	.1683	.1667
	Full cream.....	.1658	.1600
	Full cream.....	.1658	.1267
East St. Louis.....	Full cream.....	.1583	.1592
Peoria.....	Full cream.....	.1525	.1525
	Full cream.....	.1900	.1900
Rock Island.....	Full cream, New York State.....	.1500	.1455
Springfield.....	Full cream.....	.2000	.2000
INDIANA.			
Evansville.....	Full cream.....	.1638	.1550
	Full cream, Wisconsin.....	.1533	.1438
Indianapolis.....	Cream.....	.1767	.1692
	Cream.....	.1675	.1600
	Cream, New York State.....	.1867	.1883
South Bend.....	Full cream.....	.1700	.1700
Terre Haute.....	Full cream.....	.2000	.2000
IOWA.			
Des Moines.....	Full cream.....	.2000	.2000
	Full cream.....	.1625	.1625
Dubuque.....	Full cream.....	.1563	.1542
	Full cream, New York State.....	.1533	.1567
KANSAS.			
Topeka.....	Full cream.....	.2000	.1850
	Full cream.....	.2000	.2000
KENTUCKY.			
Covington.....	Creamery, New York State.....	.1500	.1500
Louisville.....	Full cream.....	.2000	.2000
	Full cream, New York State.....	.2083	.2050
LOUISIANA.			
New Orleans.....	Full cream.....	.1742	.1792
	Full cream, New York State.....	.2000	.2000
MAINE.			
Bangor.....	Cream.....	.1508	.1550
Biddeford.....	Cream, extra.....	.1525	.1550
Lewiston.....	Cream, dairy.....	.1542	.1617
Portland.....	Cream, extra.....	.1633	.1708
	Full cream.....	.1725	.1733
MARYLAND.			
Baltimore.....	Full cream.....	.1950	.1950
	Full cream.....	.1700	.1575
	Full cream.....	.1800	.1800
Sparrow Point.....	Full cream.....	.1450	.1483

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

CHEESE, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MASSACHUSETTS.			
Boston.....	Full cream, American.....	\$0.1600	\$0.1650
	Full cream, American.....	.1617	.1533
	Full cream, American, plain.....	.1675	.1458
Brockton.....	Full cream, dairy.....	.1783	.1750
Cambridge.....	Full cream.....	.1600	.1525
Chelsea.....	Cream, New York State.....	.1650	.1800
Fall River.....	Full cream.....	.1525	.1342
	Full cream.....	.1617	.1483
Holyoke.....	Full cream.....	.1600	.1600
Hydepark.....	Full cream, dairy.....	.1633	.1600
Lawrence.....	Full cream.....	.1500	.1467
Lowell.....	Full cream.....	.1567	.1550
Lynn.....	Full cream.....	.1767	.1733
Malden.....	Cream, New York State.....	.1575	.1600
Quincy.....	Full cream.....	.1667	.1583
Salem.....	Full cream.....	.1542	.1533
Somerville.....	Full cream.....	.1633	.1542
Springfield.....	Full cream.....	.2000	.1917
Worcester.....	Full cream.....	.1667	.1667
	Full cream.....	.1600	.1600
MICHIGAN.			
Bay City.....	Full cream.....	.1583	.1575
Detroit.....	Full cream, Michigan.....	.1508	.1508
	Full cream, Michigan.....	.1650	.1800
Grand Rapids.....	Full cream.....	.1633	.1683
	Full cream, New York State.....	.1800	.1800
Wyandotte.....	Full cream.....	.1458	.1492
MINNESOTA.			
Duluth.....	Full cream.....	.1633	.1625
	Full cream.....	.1550	.1450
Minneapolis.....	Full cream.....	.1617	.1467
	Full cream, American.....	.1733	.1800
St. Paul.....	Full cream.....	.1583	.1567
	Full cream.....	.1463	.1496
MISSOURI.			
Kansas City.....	Full cream.....	.1550	.1500
	Full cream.....	.1592	.1500
St. Louis.....	Full cream.....	.1583	.1550
	Full cream.....	.1642	.1600
	Full cream, creamery.....	.1475	.1567
	Full cream, creamery.....	.1508	.1500
MONTANA.			
Butte.....	Full cream.....	.2000	.2000
	Full cream.....	.2000	.2000
NEBRASKA.			
Omaha.....	Full cream.....	.1792	.1792
	Full cream.....	.2000	.2000
NEW HAMPSHIRE.			
Concord.....	Full cream.....	.1542	.1317
Manchester.....	Full cream.....	.1533	.1517
	Full cream.....	.1567	.1600
NEW JERSEY.			
Bayonne.....	Full cream.....	.1600	.1600
Camden.....	Full cream.....	.1717	.1558
Elizabeth.....	Full cream.....	.1600	.1600
Jersey City.....	Full cream, New York State.....	.1600	.1600
	Full cream, New York State.....	.1500	.1533
New Brunswick.....	Full cream.....	.1683	.1600
Paterson.....	Cream, first grade, New York State.....	.1500	.1500
Trenton.....	Full cream.....	.1600	.1600
	Full cream.....	.1717	.1733
NEW YORK.			
Albany.....	Full cream.....	.1667	.1600
Brooklyn.....	Full cream.....	.1567	.1567
	Full cream, creamery.....	.1808	.1800
Buffalo.....	Full cream.....	.1567	.1598
	Full cream.....	.1642	.1600
	Full cream, New York State.....	.1608	.1458
	Full cream, New York State.....	.1467	.1383
Cohoes.....	Full cream, New York State.....	.1683	.1600
College Point.....	Full cream, extra.....	.1800	.1800
Flushing.....	Full cream, good.....	.1700	.1750
Jamaica.....	Full cream, good.....	.1633	.1417

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

CHEESE, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
NEW YORK—concluded.			
Mariner Harbor.....	Full cream, creamery.....	\$0.1717	\$0.1800
Newburgh.....	Full cream, factory.....	.1800	.1800
New York.....	Factory, New York State.....	.1800	.1700
	Full cream.....	.1917	.1883
	Full cream, New York State.....	.1667	.1617
	Full cream, XXX, New York State.....	.1575	.1467
	Skim milk.....	.1433	.1467
Rochester.....	Double cream, New York State.....	.1633	.1575
	Full cream.....	.1600	.1575
	Full cream.....	.1567	.1442
Syracuse.....	Full cream, American.....	.1600	.1600
Troy.....	Full cream, dairy, best.....	.1600	.1550
Utica.....	Full cream.....	.1600	.1500
West New Brighton.....	Full cream, XXX, New York State.....	.1667	.1600
NORTH CAROLINA.			
Durham.....	Full cream, American.....	.1750	.1833
Winston-Salem.....	Full cream, New York State.....	.2000	.2000
OHIO.			
Cincinnati.....	Full cream.....	.1900	.2000
	Full cream.....	.1500	.1558
	Full cream.....	.1525	.1525
Cleveland.....	Full cream.....	.1617	.1558
	Full cream.....	.1642	.1517
	Full cream, New York State.....	.1533	.1533
	Full cream, Vermont.....	.1833	.1867
Columbus.....	Full cream.....	.1600	.1458
Hamilton.....	Full cream, Ohio.....	.1617	.1600
Toledo.....	Full cream.....	.1408	.1558
Youngstown.....	Full cream, domestic.....	.1508	.1458
OREGON.			
Portland.....	Full cream.....	.1750	.1750
	Full cream.....	.1875	.1875
PENNSYLVANIA.			
Allegheny.....	Full cream.....	.1708	.1533
	Full cream.....	.1583	.1550
Allentown.....	Cream, New York State.....	.1683	.1467
Altoona.....	Full cream.....	.2000	.1800
Bethlehem.....	Cream, New York State.....	.1667	.1517
Chester.....	Full cream.....	.1667	.1600
	Full cream, New York State.....	.1683	.1492
Lancaster.....	Full cream.....	.1683	.1492
Norristown.....	Full cream.....	.1625	.1625
Philadelphia.....	Full cream.....	.1733	.1550
	Full cream.....	.1667	.1625
	Full cream.....	.1883	.1800
	Full cream.....	.1800	.1575
	Full cream, New York State.....	.1633	.1625
	Full cream, New York State.....	.1717	.1600
Pittsburg.....	Full cream.....	.1725	.1675
	Full cream.....	.1850	.1700
Reading.....	Full cream.....	.1717	.1767
Seranton.....	Full cream.....	.1575	.1558
	Full cream.....	.1575	.1600
Wilkesbarre.....	Cream, New York State.....	.1558	.1558
Williamsport.....	Full cream, New York State.....	.1550	.1550
York.....	Full cream.....	.1692	.1567
RHODE ISLAND.			
East Greenwich.....	Full cream.....	.1642	.1567
Natick.....	Full cream.....	.1583	.1567
Providence.....	Full cream.....	.1617	.1600
	Full cream.....	.1650	.1650
	Full cream, fancy.....	.1658	.1508
SOUTH CAROLINA.			
Charleston.....	Full cream, American.....	.1800	.1750
	Full cream, American.....	.1600	.1575
SOUTH DAKOTA.			
Sioux Falls.....	Full cream.....	.1700	.1700
	Full cream.....	.1800	.1800

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

CHEESE, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
TENNESSEE.			
Memphis.....	Cream.....	\$0.1750	\$0.1750
	Full cream, creamery.....	.2000	.2000
	Full cream, creamery.....	.2000	.2000
Nashville.....	Full cream.....	.1625	.1625
	Full cream.....	.2000	.2000
TEXAS.			
Dallas.....	Full cream.....	.2000	.2000
	Full cream.....	.2000	.1833
Houston.....	Full cream.....	.2000	.2000
San Antonio.....	Full cream.....	.2000	.2000
	Full cream.....	.2000	.2000
UTAH.			
Salt Lake City.....	Full cream.....	.1588	.1588
	Full cream.....	.1500	.1500
VIRGINIA.			
Norfolk.....	Full cream.....	.1767	.1700
Richmond.....	Full cream.....	.1750	.1633
	Full cream, American.....	.1667	.1667
	Full cream, best.....	.2000	.2000
WASHINGTON.			
Seattle.....	Full cream.....	.1800	.1800
	Full cream.....	.2000	.1875
Tacoma.....	Full cream.....	.2000	.1833
WEST VIRGINIA.			
Wheeling.....	Full cream.....	.1750	.1600
WISCONSIN.			
Milwaukee.....	Full cream, Wisconsin.....	.1542	.1417
	Full cream, Wisconsin.....	.1500	.1500
	Full cream, Wisconsin.....	.1492	.1433
Oshkosh.....	Full cream, New York State.....	.1800	.1800
Racine.....	Full cream.....	.1450	.1492
	Full cream, Wisconsin.....	.1500	.1400

CHICKENS, PER POUND.

ALABAMA.			
Birmingham.....	Dressed, fowls, old.....	\$0.2000	\$0.2000
	Live hens.....	.1500	.1500
Montgomery.....	Dressed, fowls, old.....	.1375	.1375
ARKANSAS.			
Little Rock.....	Dressed, fowls, old.....	.1567	.1567
	Dressed, fowls, old.....	.1500	.1500
CALIFORNIA.			
Los Angeles.....	Dressed, fowls, old.....	.2375	.2375
	Dressed, fowls, old.....	.2375	.2375
San Francisco.....	Dressed, fowls, old.....	.1758	.1758
	Dressed, fowls, old.....	.1950	.1950
	Dressed, fowls, old.....	.1950	.1950
COLORADO.			
Denver.....	Dressed, fowls, old.....	.1442	.1483
	Dressed, fowls, old.....	.1325	.1300
	Dressed, fowls, old.....	.1200	.1200
CONNECTICUT.			
Hartford.....	Dressed, 1-year old.....	.1733	.1833
Middletown.....	Dressed, fowls.....	.1883	.2000
	Dressed, young.....	.2367	.2583
New Haven.....	Dressed, fowls, old.....	.1667	.1733
	Dressed, fowls, old.....	.1717	.1867
New London.....	Full grown.....	.1750	.1900
Willimantic.....	Full grown.....	.1883	.1817
DELAWARE.			
Wilmington.....	Dressed.....	.1700	.1900
	Dressed, stewers, 1 to 2 years old.....	.1650	.1633
	Home dressed.....	.1442	.1513

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

CHICKENS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
DISTRICT OF COLUMBIA.			
Washington.....	Dressed, fowls.....	\$0.1800	\$0.1800
	Dressed, fowls, old.....	.1733	.1742
	Dressed, old.....	.1500	.1667
FLORIDA.			
Jacksonville.....	Dressed, fowls.....	.2000	.2000
	Dressed, fowls.....	.1650	.1642
	Dressed, fowls.....	.2000	.2000
GEORGIA.			
Atlanta.....	Dressed, fowls, old.....	.1625	.1604
	Fowls, full grown.....	.1583	.1583
	Hens, roasters.....	.1683	.1688
ILLINOIS.			
Chicago.....	Hens.....	.1363	.1538
	Hens.....	.1633	.1538
	Hens.....	.1642	.1542
Peoria.....	Dressed, fowls, old.....	.1146	.1242
	Dressed, fowls, old.....	.1308	.1283
	Dressed, hens.....	.1396	.1483
Quincy.....	Dressed, young.....	.1625	.1625
Springfield.....	Dressed, old.....	.1483	.1492
INDIANA.			
Indianapolis.....	Dressed, fowls, old.....	.1833	.1833
	Dressed, fowls, old.....	.1600	.1600
	Dressed, fowls, old.....	.1750	.1750
IOWA.			
Des Moines.....	Dressed, fowls, old.....	.1558	.1558
	Dressed, fowls, old.....	.1396	.1396
Dubuque.....	Dressed, fowls, old.....	.1313	.1313
	Dressed, fowls, old.....	.1396	.1396
KANSAS.			
Topeka.....	Dressed, fowls, old.....	.1142	.1108
	Dressed, fowls, old.....	.1113	.1067
KENTUCKY.			
Louisville.....	Dressed, fowls, old.....	.1333	.1431
LOUISIANA.			
New Orleans.....	Dressed, fowls, old.....	.1700	.1700
	Dressed, fowls, old.....	.1800	.1800
MAINE.			
Bangor.....	Fowls.....	.1592	.1675
Biddeford.....	Fowls.....	.1567	.1658
Lewiston.....	Dressed, fowls.....	.1633	.1700
Portland.....	Dressed.....	.1800	.1817
	Dressed, fowls, old.....	.1683	.1725
MARYLAND.			
Baltimore.....	Dressed, hens.....	.1308	.1475
	Dressed, old.....	.1575	.1596
	Dressed, old.....	.1600	.1567
	Dressed, young.....	.2533	.2283
MASSACHUSETTS.			
Boston.....	Dressed.....	.2992	.2925
	Dressed, fowls, old.....	.1900	.1800
Brockton.....	Dressed, fresh.....	.2825	.2883
Cambridge.....	Dressed.....	.1800	.1917
Fall River.....	Dressed, fowls.....	.2192	.1917
	Dressed, fresh.....	.2492	.2475
Hydepark.....	Dressed.....	.2242	.2250
Lawrence.....	Dressed, fresh, fowls.....	.1900	.2058
Lynn.....	Dressed, fresh.....	.2067	.1933
Quincy.....	Dressed, fresh, drawn.....	.2275	.2283
Salem.....	Dressed, fowls.....	.2167	.2242
Somerville.....	Dressed, fresh, fowls.....	.2100	.2200
Springfield.....	Dressed, fresh, fowls.....	.1933	.2133
Worcester.....	Dressed.....	.2317	.2242
MICHIGAN.			
Detroit.....	Hens.....	.1325	.1450
	Dressed, hens.....	.1350	.1388
Grand Rapids.....	Dressed, broilers.....	.2342	.2325
	Dressed, fowls.....	.1617	.1621

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

CHICKENS, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MICHIGAN—concluded.			
Grand Rapids.....	Dressed, fowls.....	\$0. 1408	\$0. 1444
	Dressed, young.....	. 1533	. 1692
	Dressed, young, best.....	. 1608	. 1608
Wyandotte.....	Dressed, hens.....	. 1392	. 1375
MINNESOTA.			
Duluth.....	Dressed, fowls, old.....	. 1254	. 1275
	Dressed, hens, old.....	. 1446	. 1442
Minneapolis.....	Dressed.....	. 1308	. 1300
St. Paul.....	Dressed, hens.....	. 1083	. 1017
MISSOURI.			
Kansas City.....	Dressed, fowls, old.....	. 1296	. 1225
	Dressed, fowls, old.....	. 1308	. 1221
St. Louis.....	Not dressed, hens, old.....	. 1250	. 1300
	Not dressed, hens, old.....	. 1250	. 1275
	Not dressed, hens, old.....	. 1233	. 1217
MONTANA.			
Butte.....	Dressed, fowls, old.....	. 1575	. 1600
	Dressed, fowls, old.....	. 1575	. 1600
NEBRASKA.			
Omaha.....	Dressed, fowls, old.....	. 1208	. 1104
NEW HAMPSHIRE.			
Manchester.....	Dressed, fowls.....	. 1900	. 1883
	Dressed, fowls.....	. 2100	. 2100
NEW JERSEY.			
Bayonne.....	Broilers or fryers.....	. 2067	. 2117
	Fowls, roasters.....	. 1783	. 1950
	Full grown.....	. 1467	. 1575
Camden.....	Dressed, fowls.....	. 1783	. 1800
Jersey City.....	Dressed, fowls, old.....	. 1583	. 1517
	Fowls, old.....	. 1492	. 1458
Trenton.....	Dressed, fowls.....	. 1800	. 2108
	Dressed, fowls, old.....	. 1717	. 1750
NEW YORK.			
Albany.....	Dressed, full grown.....	. 1500	. 1700
Brooklyn.....	Dressed, roasters.....	. 1883	. 1908
	Dressed.....	. 1333	. 1592
	Dressed.....	. 1525	. 1633
	Dressed.....	. 1558	. 1683
	Dressed, fowls.....	. 1408	. 1175
Cohoes.....	Dressed, fowls.....	. 1875	. 1817
Flushing.....	Dressed.....	. 1833	. 1775
New York.....	Dressed.....	. 1275	. 1375
	Dressed, fowls.....	. 1800	. 1800
	Dressed, fowls, best.....	. 1750	. 1650
	Dressed, fowls, New Jersey or New York..	. 1992	. 2042
	Dressed, young, New York State.....	. 2050	. 2390
Poughkeepsie.....	Dressed, fowls.....	. 1800	. 1867
Tompkinsville.....	Dressed, fowls, Maryland or New York State.	. 1600	. 1558
	Dressed, young, New York State.....	. 1833	. 2000
Troy.....	Dressed, young.....	. 2317	. 2500
OHIO.			
Cincinnati.....	Dressed.....	. 1767	. 1900
	Dressed.....	. 1367	. 1467
	Dressed.....	. 1450	. 1850
Cleveland.....	Dressed.....	. 1625	. 1567
	Dressed, young.....	. 1917	. 2142
	Dressed, young.....	. 1870	. 1990
Columbus.....	Dressed, fowls.....	. 1542	. 1590
Toledo.....	Dressed, fresh, full grown.....	. 1458	. 1371
Youngstown.....	Fowls.....	. 1592	. 1617
OREGON.			
Portland.....	Dressed, fowls, old.....	. 1500	. 1500
	Dressed, fowls, old.....	. 1500	. 1500
PENNSYLVANIA.			
Allentown.....	Dressed, full grown.....	. 1417	. 1533
Chester.....	1-year-old.....	. 1775	. 1783

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

CHICKENS, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
PENNSYLVANIA—concluded.			
Chester.....	Dressed, fresh.....	\$0. 1683	\$0. 1758
Norristown.....	Dressed.....	.1533	.1667
Philadelphia.....	Dressed, fowls.....	.1571	.1575
	Dressed, fowls.....	.1792	.1717
	Dressed, fowls, fair to good.....	.1733	.1842
	Dressed, fowls, fair to good.....	.1892	.1742
	Dressed, fowls, old.....	.1783	.1883
Pittsburg.....	Dressed, fowls, old.....	.1608	.1550
	Dressed, fowls, old.....	.1650	.1642
Scranton.....	Dressed, fowls, old.....	.1742	.1750
	Dressed, full grown.....	.1842	.1867
Wilkesbarre.....	Full grown.....	.1900	.1900
RHODE ISLAND.			
Providence.....	Dressed.....	.1950	.1908
	Dressed.....	.2300	.2250
SOUTH CAROLINA.			
Charleston.....	Dressed, fowls, old.....	.2167	.2050
	Dressed, fowls, old.....	.1675	.1692
SOUTH DAKOTA			
Sioux Falls.....	Dressed, fowls, old.....	.1079	.1088
	Dressed, fowls, old.....	.1104	.1146
TENNESSEE.			
Memphis.....	Dressed, fowls, old.....	.1800	.1800
	Dressed, fowls, old.....	.1500	.1500
Nashville.....	Dressed, fowls, full grown.....	.1258	.1342
	Dressed, fowls, old.....	.1171	.1171
TEXAS.			
Dallas.....	Dressed, fowls, old.....	.1250	.1350
	Dressed, fowls, old.....	.1325	.1325
San Antonio.....	Dressed, fowls, old.....	.1250	.1250
	Dressed, fowls, old.....	.1250	.1250
UTAH.			
Salt Lake City.....	Dressed, fowls, old.....	.1558	.1633
	Dressed, fowls, old.....	.1450	.1450
VIRGINIA.			
Richmond.....	Dressed, fowls, old.....	.1942	.2058
WASHINGTON.			
Seattle.....	Dressed, fowls, old.....	.1742	.1750
	Dressed, fowls, old.....	.1800	.1800
	Dressed, hens.....	.1550	.1550
Tacoma.....	Dressed, hens.....	.1617	.1625
WISCONSIN.			
Milwaukee.....	Dressed, fowls.....	.1233	.1267
	Not dressed, fowls.....	.1421	.1667

COFFEE, PER POUND.

ALABAMA.			
Birmingham.....	Arbuckle's.....	\$0. 1375	\$0. 1542
	Mocha and Java.....	.2500	.2500
Montgomery.....	Mocha and Java, good.....	.3350	.3500
ARKANSAS.			
Little Rock.....	Arbuckle's, medium, roasted.....	.1500	.1500
	Rio, roasted.....	.2500	.2500
CALIFORNIA.			
Los Angeles.....	Costa Rica.....	.2500	.2500
	Costa Rica, extra, roasted.....	.2750	.2750
	Rio, golden, roasted.....	.2500	.2500
Oakland.....	Costa Rica, green.....	.2000	.2000
Sacramento.....	Costa Rica, fancy, roasted.....	.2592	.2967
	Java, Old Government, fancy, roasted.....	.3500	.3500
	Rio, Arbuckle's, roasted.....	.1550	.1700
San Francisco.....	Arbuckle's Ariosa, roasted.....	.1500	.1500
	Costa Rica.....	.2500	.2500

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

COFFEE, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
CALIFORNIA—concluded.			
San Francisco.....	Costa Rica.....	\$0.2500	\$0.2500
	Costa Rica.....	.2500	.2500
	Costa Rica, No. 1, roasted.....	.2800	.2800
	Java, Old Government, roasted.....	.3500	.3500
	Rio, choice, roasted.....	.2000	.2000
COLORADO.			
Denver.....	Arbuckle's.....	.1238	.1333
	Mocha and Java.....	.3500	.3500
	Mocha and Java, medium.....	.2500	.2500
Leadville.....	Arbuckle's.....	.1500	.1604
	Mocha and Java, roasted.....	.3500	.3500
CONNECTICUT.			
Bridgeport.....	Maracaibo, No. 1.....	.2500	.2500
	Mocha and Java, second grade.....	.3000	.3250
	Santos, No. 3.....	.1500	.2000
Hartford.....	Rio, roasted.....	.1800	.1800
Middletown.....	Santos and Maracaibo, roasted and ground.....	.2200	.2200
New Haven.....	Mocha and Java.....	.3500	.3500
	Mocha and Java, best.....	.3500	.3500
	Santos and Maracaibo.....	.2500	.2500
	Santos and Maracaibo.....	.2500	.2500
New London.....	Java, Old Government.....	.3800	.3800
	Rio, roasted.....	.2500	.2500
Stamford.....	Maracaibo, No. 1.....	.2500	.2500
	Rio and Santos, No. 1.....	.3000	.3000
Torrington.....	Mocha and Java, second grade.....	.3000	.3000
	Rio, best.....	.2500	.2500
Willimantic.....	Mocha and Java.....	.3500	.3500
DELAWARE.			
Wilmington.....	Maracaibo, roasted and ground.....	.3000	.3000
	Mocha and Java, best, roasted.....	.4000	.4000
DISTRICT OF COLUMBIA.			
Washington.....	Mocha and Java, medium.....	.2500	.2500
	Mocha and Java, medium.....	.2500	.2500
	Rio, cheap grade.....	.1500	.1500
	Rio, cheap grade.....	.1367	.1400
	Rio, medium, or similar grade.....	.3000	.3000
	Santos, Brazilian, Maracaibo, and Java, blended.....	.2800	.2800
FLORIDA.			
Jacksonville.....	Arbuckle's.....	.1250	.1650
	Java and Maracaibo.....	.2500	.2500
	Rio and Maracaibo.....	.2500	.2500
GEORGIA.			
Atlanta.....	Mocha, best.....	.3500	.3550
	Mocha and Java.....	.2500	.2500
	Rio, fair.....	.1108	.1333
Columbus.....	Arbuckle's.....	.1500	.1567
	Rio, fair.....	.1500	.1500
ILLINOIS.			
Chicago.....	Rio, golden choice, green.....	.1592	.1600
	Rio and Santos.....	.1617	.1700
	Rio and Santos.....	.1542	.1600
	Rio and Santos.....	.1642	.1525
	Santos.....	.1575	.1600
East St. Louis.....	Rio, standard.....	.1500	.1500
Peoria.....	Rio.....	.1500	.1558
	Santos, old.....	.2500	.2500
Quincy.....	Rio, standard.....	.1313	.1375
Rock Island.....	Mocha and Java.....	.2833	.3000
Springfield.....	Java, standard.....	.4000	.4000
INDIANA.			
Evansville.....	Arbuckle's Ariosa.....	.1125	.1450
Fort Wayne.....	Mocha and Java.....	.3000	.3000
Indianapolis.....	Arbuckle's.....	.1250	.1304
	Arbuckle's.....	.1229	.1500
South Bend.....	Arbuckle's.....	.1229	.1550
	Mocha and Java, medium.....	.3000	.3000
	Rio, prime.....	.1550	.1900
Terre Haute.....	Maracaibo.....	.3000	.3000

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

COFFEE, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
IOWA.			
Des Moines.....	Mocha and Java, medium.....	\$0.3000	\$0.3000
	Rio and Santos, medium.....	.2000	.2000
Dubuque.....	Arbuckle's.....	.1313	.1563
	Blended, medium.....	.2000	.2000
KANSAS.			
Topeka.....	Rio.....	.1500	.1500
	Rio.....	.1500	.1500
KENTUCKY.			
Covington.....	Rio, medium, green.....	.1367	.1475
Louisville.....	Rio, good.....	.1533	.2017
LOUISIANA.			
New Orleans.....	Rio and Cordova, green.....	.1000	.1271
	Rio and Cordova, green.....	.1567	.1500
MAINE.			
Bangor.....	Rio, golden, No. 3.....	.2500	.2500
Biddeford.....	Rio, golden, No. 3.....	.2292	.2033
Lewiston.....	Rio, golden, No. 3.....	.2500	.2500
Portland.....	Rio.....	.1500	.1500
	Rio, golden, No. 3.....	.1800	.1800
MARYLAND.			
Baltimore.....	Rio, best.....	.1650	.1742
	Rio, standard.....	.1800	.1800
	Rio, standard.....	.1500	.1558
	Rio, standard.....	.1400	.1400
	Rio, standard.....	.1517	.1623
	Rio, standard.....	.1500	.1600
Mount Washington.....	Rio, standard.....	.1275	.1500
Sparrow Point.....	Rio, standard.....	.1108	.1400
MASSACHUSETTS.			
Boston.....	Central or South American, good, roasted.....	.2500	.2500
	Mocha and Java.....	.3400	.3400
	Rio, best.....	.1800	.2000
Brockton.....	Java.....	.3800	.3800
Cambridge.....	Mocha and Java.....	.3500	.3500
Chelsea.....	Mocha and Java.....	.3500	.3325
	Rio and Santos.....	.2500	.2500
Fall River.....	Bogota and Mexican.....	.2000	.2000
	Mocha and Java.....	.3000	.3000
Holyoke.....	Mocha and Java.....	.3000	.3000
Hydepark.....	Java.....	.3500	.3500
Lawrence.....	Mocha and Java.....	.3000	.3000
Lynn.....	Mocha and Java, best.....	.3500	.3500
Malden.....	Java, Old Government.....	.3500	.3500
	Mocha and Java.....	.3500	.3500
Quincy.....	Mocha and Java.....	.3500	.3500
Salem.....	Mocha and Java.....	.3350	.3500
Somerville.....	Mocha and Java.....	.2900	.2700
Springfield.....	Java, Old Government.....	.3300	.3300
Worcester.....	Mocha and Java.....	.3300	.3300
	Mocha and Java, best.....	.3800	.3800
MICHIGAN.			
Bay City.....	Gona.....	.2000	.2000
Detroit.....	Bogota.....	.2500	.2592
	Java and Maracaibo.....	.2500	.2500
Grand Rapids.....	Holland blend.....	.2500	.2500
	Merique blend.....	.3200	.3200
Saginaw.....	Rio, golden.....	.1483	.1600
	Rio, golden, best.....	.2000	.2000
	Rio, golden, cheap grade.....	.1500	.1500
Wyandotte.....	Mocha and Java.....	.3000	.3000
MINNESOTA.			
Duluth.....	Arbuckle's Ariosa or similar grade, roasted	.1500	.1800
	Brazil, medium.....	.2000	.2000
Minneapolis.....	Arbuckle's Ariosa, roasted.....	.1438	.1575
	Arbuckle's Ariosa, roasted.....	.1438	.1575
	Mocha and Java, No. 1.....	.4000	.4000
St. Paul.....	Arbuckle's Ariosa.....	.1292	.1625

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

COFFEE, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MISSOURI.			
Kansas City.....	Rio.....	\$0. 1500	\$0. 1500
	Santos.....	.2000	.2000
St. Joseph.....	Maracaibo, medium.....	.2000	.2000
	Rio, medium.....	.1250	.1250
St. Louis.....	Java.....	.2500	.2500
	Java, Maracaibo.....	.2000	.2000
	Java, medium, roasted.....	.2000	.2000
	Mocha.....	.2950	.3000
	Mocha, roasted.....	.2500	.2500
MONTANA.			
Butte.....	Brazil.....	.1750	.1750
	Brazil.....	.1750	.1750
NEBRASKA.			
Omaha.....	Rio.....	.1500	.1500
	Santos.....	.2000	.2000
NEW HAMPSHIRE.			
Concord.....	Mocha and Java, best.....	.3500	.3300
	Rio, best.....	.2000	.1833
	Rio, broken, second grade.....	.1500	.1442
Manchester.....	Maracaibo, No. 1.....	.3000	.3000
	Rio.....	.2500	.2500
	Rio, best.....	.2500	.2500
	Santos, No. 1.....	.1800	.1800
NEW JERSEY.			
Bayonne.....	Maracaibo, No. 1.....	.2800	.2800
	Mocha and Java.....	.3200	.3200
Camden.....	Mocha and Java, roasted.....	.3500	.3500
	Rio, best, roasted.....	.2500	.2500
	Santos, roasted.....	.1800	.2000
Elizabeth.....	Santos and Maracaibo.....	.1900	.1900
	Santos, medium.....	.1500	.1500
Jersey City.....	Maracaibo.....	.2500	.2500
	Mocha and Java.....	.2500	.2500
New Brunswick.....	Maracaibo, good.....	.2500	.2500
	Santos, best.....	.2000	.2000
	Santos, low grade.....	.1500	.1500
Paterson.....	Rio, best.....	.2500	.2750
Trenton.....	Java and No. 1 Maracaibo.....	.3000	.3000
	Rio, best.....	.2000	.2000
NEW YORK.			
Albany.....	Mocha and Java.....	.3000	.3000
Brooklyn.....	Java and Maracaibo.....	.3200	.3200
	Java and Maracaibo, roasted.....	.3000	.3000
Buffalo.....	Mocha and Java, roasted.....	.3500	.3500
Cohoes.....	Mocha and Java.....	.3500	.3500
College Point.....	Mocha and Java.....	.3000	.3000
Flushing.....	Rio, golden, No. 3.....	.1600	.1600
Jamaica.....	Rio, golden, No. 3.....	.1500	.1500
Mariner Harbor.....	Maracaibo, medium.....	.2500	.2500
	Mocha and Java.....	.2800	.2800
Newburgh.....	Java, best.....	.3500	.3500
New York.....	Java, good.....	.2500	.2500
	Java, good, ground.....	.2500	.2500
	Rio, golden, No. 3.....	.1850	.1800
	Rio, golden, No. 6, roasted.....	.1500	.1650
	Rio or Maracaibo, good.....	.1700	.1700
Rochester.....	Maracaibo, roasted.....	.2050	.2200
	Rio, golden, roasted.....	.1850	.2000
	Rio, low grade.....	.1500	.1500
	Rio, roasted.....	.1800	.1800
Stapleton.....	Mocha and Java, roasted and ground.....	.3400	.3400
Syracuse.....	Rio, low grade.....	.1250	.1500
	Santos, best.....	.2500	.2500
Troy.....	Mocha and Java.....	.3500	.3500
Utica.....	Mocha and Java.....	.3500	.3500
	Rio and Maracaibo.....	.2800	.2800
	Rio, best.....	.2000	.2000
West New Brighton.....	Java, good, roasted and ground.....	.2500	.2775
	Maracaibo, roasted and ground.....	.2300	.2300
NORTH CAROLINA.			
Durham.....	Mocha and Java, best, roasted.....	.3500	.3500
	Mocha and Java, second grade, roasted.....	.3000	.3000
	Rio, roasted.....	.1500	.1500
Winston-Salem.....	Mocha and Java, best.....	.3500	.3500
	Rio, roasted.....	.1500	.1500

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

COFFEE, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
OHIO.			
Canton.....	Santos.....	\$0.1500	\$0.1517
Cincinnati.....	Java, roasted.....	.3000	.3000
	Mocha and Java, No. 2.....	.2000	.2000
	Rio, No. 2, roasted.....	.1567	.1500
	Santos, No. 1.....	.2000	.2000
	Santos, No. 1, roasted.....	.2100	.2000
Cleveland.....	Arbuckle's.....	.1308	.1342
	Rio.....	.2000	.2000
	Rio, best.....	.2000	.2000
	Rio, roasted.....	.1400	.1400
	Rio, roasted.....	.1400	.1400
	Rio, second grade.....	.1500	.1500
	Santos, second grade.....	.1800	.1800
Columbus.....	Rio, golden, roasted.....	.1317	.1267
Hamilton.....	Java.....	.2500	.2567
	Mocha and Java, No. 1.....	.3000	.3050
	Mocha and Java, No. 2.....	.2000	.2058
Springfield.....	Mocha and Java.....	.2500	.2500
Toledo.....	Mocha and Java.....	.3500	.3500
OREGON.			
Portland.....	Columbia, roasted.....	.2000	.2000
	Mocha and Java.....	.2500	.2500
PENNSYLVANIA.			
Allegheny.....	Arbuckle's.....	.1208	.1500
	Arbuckle's.....	.1317	.1417
Allentown.....	Maracaibo.....	.2500	.2500
Altoona.....	Arbuckle's.....	.1250	.1438
Bethlehem.....	Brazil.....	.2150	.2317
Chester.....	Arbuckle's.....	.1325	.1375
	Mocha and Java.....	.3200	.3200
	Rio.....	.1400	.1458
Harrisburg.....	Java.....	.3500	.3500
	Mocha.....	.3500	.3500
Lancaster.....	Java, second grade.....	.3200	.3200
	Rio, best.....	.2500	.2500
	Rio, second grade.....	.2000	.2000
	Rio, second grade.....	.1500	.1500
Norristown.....	Java, roasted.....	.3500	.3500
Philadelphia.....	Java, roasted.....	.3000	.3000
	Rio.....	.1800	.1800
	Rio, roasted.....	.1800	.1800
	Rio, roasted.....	.2000	.2000
Pittsburg.....	Arbuckle's.....	.1258	.1500
	Arbuckle's.....	.1325	.1433
Reading.....	Maracaibo.....	.2500	.2500
	Rio, common.....	.1317	.1408
	Rio, golden.....	.2000	.2000
Scranton.....	Mocha and Java.....	.2500	.2500
	Rio.....	.2500	.2500
Wilkesbarre.....	Rio, choice, No. 1.....	.2500	.2500
Williamsport.....	Java, Maracaibo, and Santos, roasted.....	.2800	.2800
	Maracaibo, roasted.....	.2400	.2500
	Rio, roasted.....	.1333	.1500
York.....	Rio, whole grain.....	.1158	.1400
RHODE ISLAND.			
East Greenwich.....	Java, good, roasted and ground.....	.2800	.2800
Natick.....	Java, good.....	.3500	.3500
Providence.....	Java, fair.....	.3500	.3500
	Java, medium.....	.3000	.3000
	Java, Padang.....	.3000	.3000
SOUTH CAROLINA.			
Charleston.....	Maracaibo, green.....	.1500	.1500
	Mocha, green.....	.3000	.3000
	Rio, choice, green.....	.1250	.1250
	Santos, roasted and ground.....	.1500	.1500
SOUTH DAKOTA.			
Sioux Falls.....	Santos.....	.2000	.2000
	Santos.....	.2000	.2000
TENNESSEE.			
Memphis.....	Rio, best, and African Java.....	.2000	.2000
	Rio and Java, roasted.....	.2500	.2500

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

COFFEE, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
TENNESSEE—concluded.			
Memphis.....	Rio, Santos, and Maracaibo.....	\$0.2000	\$0.2000
Nashville.....	Rio, Nos. 6 and 7, roasted.....	.1250	.1333
	Santos and Maracaibo, roasted.....	.2500	.2500
TEXAS.			
Dallas.....	Arbuckle's, roasted.....	.1500	.1500
	Arbuckle's, roasted.....	.1600	.1500
Houston.....	Arbuckle's, roasted.....	.1500	.1500
San Antonio.....	Arbuckle's, roasted.....	.1250	.1438
	Mexican Cordova, roasted.....	.2000	.2000
UTAH.			
Salt Lake City.....	Arbuckle's.....	.1521	.1813
	Mocha and Java.....	.2500	.2500
VIRGINIA.			
Norfolk.....	Mocha and Java, roasted.....	.3500	.3500
	Rio, low grade.....	.1150	.1217
	Santos, best, roasted.....	.2500	.2500
Petersburg.....	Arbuckle's, roasted.....	.1142	.1383
	Mocha and Java, Old Government.....	.3600	.3800
	Rio, cheap grade.....	.1117	.1400
Richmond.....	Arbuckle's.....	.1217	.1363
	La Guayra, choice.....	.2000	.2000
	Mocha and Java.....	.3500	.3500
	Rio, best, roasted.....	.2500	.2500
	Rio, low grade, roasted.....	.1167	.1275
WASHINGTON.			
Seattle.....	Costa Rica, medium.....	.3000	.2500
	Pea berry or Caracola.....	.2500	.2500
Tacoma.....	Arbuckle's, roasted.....	.1500	.1738
	Java, Old Government, roasted.....	.3500	.3500
	Mocha and Java, roasted.....	.3500	.3500
WEST VIRGINIA.			
Wheeling.....	Rio, Arbuckle's.....	.1096	.1325
WISCONSIN.			
Milwaukee.....	Rio, golden, medium, roasted.....	.2000	.2000
	Santos, cheap grade, roasted.....	.1500	.1600
Oshkosh.....	Arbuckle's.....	.1408	.1408
	Java, Old Government.....	.3800	.3800
Racine.....	Arbuckle's.....	.1242	.1358
	Rio, roasted.....	.2500	.2500

CORN MEAL, PER POUND.

ALABAMA.			
Birmingham.....	Sold by the peck.....	\$0.0208	\$0.0177
	White, sold in 10-pound lots.....	.0250	.0208
	White, sold in 10-pound lots.....	.0250	.0250
Montgomery.....	White, sold in 10-pound lots.....	.0200	.0200
	White, sold by the bushel.....	.0127	.0153
ARKANSAS.			
Little Rock.....	White, sold in 10-pound lots.....	.0180	.0180
	White, sold in 10-pound lots.....	.0210	.0210
	White, sold in 10-pound lots.....	.0180	.0180
CALIFORNIA.			
Los Angeles.....	Sold in 10-pound lots.....	.0250	.0250
	White, sold in 10-pound lots.....	.0300	.0300
Sacramento.....	White, extra cream, sold in 10-pound lots.....	.0350	.0350
San Francisco.....	Sold in 10-pound lots.....	.0800	.0300
	Sold in 10-pound lots.....	.0300	.0300
	White, sold in 10-pound lots.....	.0375	.0400
	White, sold in 10-pound lots.....	.0338	.0300
COLORADO.			
Denver.....	White, sold in 10-pound lots.....	.0200	.0250
	White, sold in 25-pound lots.....	.0140	.0160
Leadville.....	White, sold in 5-pound lots.....	.0300	.0300
CONNECTICUT.			
Middletown.....	White or yellow, sold in 10-pound lots.....	.0250	.0250
New Haven.....	Yellow, granulated, sold in 10-pound lots.....	.0350	.0350
	Yellow, granulated, sold in 10-pound lots.....	.0250	.0250

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

CORN MEAL, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
DELAWARE.			
Wilmington.....	White, sold in 2-pound packages.....	\$0.0250	\$0.0250
	White, sold in 10-pound lots.....	.0250	.0250
	White, sold in 10-pound lots.....	.0200	.0200
DISTRICT OF COLUMBIA.			
Washington.....	White, sold by the peck.....	.0167	.0167
	White, sold by the peck.....	.0208	.0183
	White, sold in 3-pound lots.....	.0233	.0211
FLORIDA.			
Jacksonville.....	White, sold in 10-pound lots.....	.0250	.0300
	White, sold in 10-pound lots.....	.0250	.0250
	White or yellow, sold in 10-pound lots...	.0200	.0300
GEORGIA.			
Atlanta.....	White, sold by the bushel.....	.0163	.0188
	White, sold by the peck.....	.0178	.0167
	White, sold in 10-pound lots.....	.0175	.0175
ILLINOIS.			
Chicago.....	Cream.....	.0250	.0250
	Cream.....	.0250	.0250
	Cream.....	.0200	.0200
	White, sold by the pound.....	.0250	.0250
East St. Louis.....	Sold by the peck.....	.0158	.0136
Peoria.....	Sold in 10-pound lots.....	.0180	.0196
	Sold in 10-pound lots.....	.0180	.0200
INDIANA.			
Indianapolis.....	Corn meal.....	.0200	.0200
	Corn meal.....	.0200	.0200
Terre Haute.....	Corn meal.....	.0200	.0200
IOWA.			
Des Moines.....	Yellow, sold in 10-pound lots.....	.0167	.0167
	Yellow, sold in 10-pound lots.....	.0125	.0125
Dubuque.....	Yellow, sold in 10-pound lots.....	.0200	.0200
	Yellow, sold in 10-pound lots.....	.0200	.0200
KANSAS.			
Topeka.....	Sold in 10-pound lots.....	.0150	.0150
	Sold in 10-pound lots.....	.0150	.0150
KENTUCKY.			
Covington.....	White, kiln-dried.....	.0200	.0200
Louisville.....	White, sold in 10-pound lots.....	.0150	.0150
LOUISIANA.			
New Orleans.....	Corn meal.....	.0175	.0219
	Kiln-dried.....	.0250	.0250
MAINE.			
Bangor.....	Yellow.....	.0250	.0288
Biddeford.....	Yellow.....	.0250	.0250
Lewiston.....	Yellow.....	.0300	.0300
Portland.....	Yellow.....	.0300	.0300
	Yellow, sold in 10-pound lots.....	.0250	.0250
MARYLAND.			
Baltimore.....	Sold in 10-pound lots.....	.0200	.0200
	Sold in 10-pound lots.....	.0245	.0250
MASSACHUSETTS.			
Boston.....	Granulated.....	.0300	.0300
	Granulated.....	.0300	.0300
Brockton.....	Corn meal.....	.0342	.0300
Cambridge.....	Corn meal.....	.0300	.0300
Fall River.....	Rhode Island, test, sold by the peck.....	.0320	.0363
	White.....	.0300	.0300
Holyoke.....	Corn meal.....	.0400	.0300
Hydepark.....	Corn meal.....	.0300	.0250
Lawrence.....	Corn meal.....	.0200	.0200
Lowell.....	Yellow, kiln-dried.....	.0300	.0300
Lynn.....	Corn meal.....	.0300	.0300
Salem.....	Corn meal.....	.0300	.0300
Somerville.....	Corn meal.....	.0292	.0300
Springfield.....	Corn meal.....	.0292	.0300
Worcester.....	Corn meal.....	.0250	.0250
	Corn meal.....	.0250	.0250

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

CORN MEAL, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MICHIGAN.			
Detroit.....	Best.....	\$0.0250	\$0.0250
Wyandotte.....	Corn meal.....	.0250	.0250
MINNESOTA.			
Duluth.....	Corn meal.....	.0200	.0200
Minneapolis.....	Yellow, sold in 10-pound lots.....	.0250	.0250
	Granulated, sold in 10-pound lots.....	.0241	.0241
	Sold in 10-pound lots.....	.0200	.0200
St. Paul.....	Corn meal.....	.0200	.0200
MISSOURI.			
Kansas City.....	Sold in 10-pound lots.....	.0217	.0150
	White, sold in 10-pound lots.....	.0167	.0150
St. Louis.....	Cream.....	.0208	.0250
	Cream.....	.0210	.0238
	Cream.....	.0250	.0250
MONTANA.			
Butte.....	Sold in 10-pound lots.....	.0350	.0350
	Sold in 10-pound lots.....	.0350	.0350
NEBRASKA.			
Omaha.....	Sold in 10-pound lots.....	.0200	.0185
	Sold in 10-pound lots.....	.0200	.0200
NEW HAMPSHIRE.			
Manchester.....	Yellow, sold in 10-pound lots.....	.0250	.0250
	Yellow, sold in 10-pound lots.....	.0250	.0250
NEW JERSEY.			
Camden.....	White or yellow.....	.0250	.0250
Jersey City.....	Granulated, sold in 10-pound lots.....	.0280	.0280
	White, sold in 10-pound lots.....	.0250	.0250
Trenton.....	Yellow, sold in 10-pound lots.....	.0250	.0250
	Yellow, sold in 10-pound lots.....	.0250	.0250
NEW YORK.			
Albany.....	Yellow, sold in 10-pound lots.....	.0250	.0250
Brooklyn.....	Sold in 3½-pound lots.....	.0290	.0286
	Sold in 3½-pound lots.....	.0343	.0343
Buffalo.....	White, sold in 10-pound lots.....	.0200	.0200
	White, sold in 10-pound lots.....	.0200	.0204
College Point.....	White, kiln-dried.....	.0300	.0300
Flushing.....	White, kiln-dried.....	.0300	.0300
Jamaica.....	White, kiln-dried.....	.0300	.0300
New York.....	Sold in 3½-pound packages.....	.0286	.0295
	White, kiln-dried.....	.0200	.0200
	White, sold in 3½-pound packages.....	.0371	.0386
	Yellow.....	.0300	.0325
	Yellow, kiln-dried.....	.0342	.0300
	Yellow, kiln-dried.....	.0300	.0300
Rochester.....	Corn meal.....	.0263	.0300
	Corn meal.....	.0250	.0250
Stapleton.....	Sold in 3½-pound lots.....	.0286	.0286
West New Brighton.....	White, sold in 3½-pound lots.....	.0257	.0286
	Yellow, sold in 3½-pound lots.....	.0257	.0286
NORTH CAROLINA.			
Winston-Salem.....	White, sold by the peck.....	.0208	.0208
OHIO.			
Cincinnati.....	White, common.....	.0167	.0167
	White, pearl.....	.0250	.0250
	White, pearl.....	.0250	.0278
Cleveland.....	Yellow, granulated.....	.0250	.0250
	Yellow, granulated.....	.0250	.0250
	Yellow, granulated.....	.0200	.0250
Toledo.....	Corn meal.....	.0200	.0200
OREGON.			
Portland.....	Sold in 10-pound lots.....	.0300	.0300
	Sold in 10-pound lots.....	.0250	.0250
PENNSYLVANIA.			
Altoona.....	White.....	.0250	.0250
Chester.....	Yellow.....	.0250	.0250
Harrisburg.....	Yellow, granulated, sold by the quart.....	.0333	.0333
Lancaster.....	Yellow, sold by the quart.....	.0333	.0333

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

CORN MEAL, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
PENNSYLVANIA—concluded.			
Philadelphia.....	Granulated.....	\$0.0300	\$0.0283
	White, sold in 10-pound lots.....	.0250	.0250
	White, sold in 10-pound lots.....	.0200	.0200
Pittsburg.....	White, sold in 10-pound lots.....	.0250	.0250
	White, sold in 10-pound lots.....	.0250	.0250
Reading.....	Yellow, sold by the quart.....	.0320	.0320
Scranton.....	White, sold in 10-pound lots.....	.0300	.0300
	Yellow, sold in 10-pound lots.....	.0300	.0300
Williamsport.....	Yellow, granulated, Western.....	.0292	.0250
RHODE ISLAND.			
Providence.....	White, granulated, sold in 10-pound lots.....	.0250	.0271
	White, granulated, sold in 10-pound lots.....	.0250	.0250
	White or yellow, bolted, sold in 10-pound lots.....	.0250	.0250
SOUTH CAROLINA.			
Charleston.....	Sold in 10-pound lots.....	.0207	.0200
	White, sold in 10-pound lots.....	.0180	.0180
	White, sold in 10-pound lots.....	.0200	.0200
SOUTH DAKOTA.			
Sioux Falls.....	Sold in 10-pound lots.....	.0200	.0200
	Sold in 10-pound lots.....	.0200	.0200
TENNESSEE.			
Memphis.....	Pearl, sold in 12-pound lots.....	.0208	.0208
	Sold by the peck.....	.0253	.0240
	Sold in 12-pound lots.....	.0181	.0208
Nashville.....	White, sold in 12-pound lots.....	.0167	.0167
	White, sold in 12-pound lots.....	.0167	.0167
TEXAS.			
Dallas.....	Sold by the peck.....	.0193	.0181
	White, sold in 10-pound lots.....	.0250	.0250
	White, sold in 10-pound lots.....	.0250	.0250
San Antonio.....	White, sold in 10-pound lots.....	.0154	.0167
	White, sold in 10-pound lots.....	.0180	.0180
	White, sold in 10-pound lots.....	.0200	.0200
UTAH.			
Salt Lake City.....	White, sold in 10-pound lots.....	.0250	.0250
	White, sold in 10-pound lots.....	.0250	.0250
VIRGINIA.			
Norfolk.....	White, sold by the peck.....	.0192	.0192
Richmond.....	White, sold in 10-pound lots.....	.0200	.0200
	White, sold in 10-pound lots.....	.0150	.0150
WASHINGTON.			
Seattle.....	Sold in 10-pound lots.....	.0250	.0250
	Sold in 10-pound lots.....	.0250	.0250
Tacoma.....	White, sold in 10-pound lots.....	.0300	.0300
WEST VIRGINIA.			
Wheeling.....	Sold in 10-pound lots.....	.0200	.0200
WISCONSIN.			
Milwaukee.....	White.....	.0263	.0250
	White, kiln-dried.....	.0300	.0300
Racine.....	Corn meal.....	.0250	.0250
	Sold in 10-pound lots.....	.0250	.0250

EGGS, PER DOZEN.

ALABAMA.			
Birmingham.....	Fresh.....	\$0.2542	\$0.2525
	Fresh.....	.2417	.2500
	Fresh, country.....	.2500	.2583
Montgomery.....	Fresh.....	.2229	.2000
ARKANSAS.			
Little Rock.....	Fresh.....	.2500	.2333
	Fresh.....	.2625	.2292
	Fresh.....	.2333	.2208

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

EGGS, PER DOZEN—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
CALIFORNIA.			
Los Angeles.....	Fresh.....	\$0.2979	\$0.3313
	Fresh.....	.2750	.2833
	Fresh, ranch.....	.2979	.3083
Oakland.....	Fresh, country.....	.3667	.3708
	Fresh, ranch.....	.3583	.3625
Sacramento.....	Fresh, near-by.....	.2808	.3250
San Francisco.....	Fresh.....	.3758	.3800
	Fresh.....	.3333	.3375
	Fresh.....	.3463	.3392
	Fresh.....	.3333	.3333
COLORADO.			
Denver.....	Fresh.....	.2333	.2750
	Fresh.....	.2800	.2833
Leadville.....	Best.....	.2671	.2667
CONNECTICUT.			
Bridgeport.....	Cold storage, case.....	.2408	.2825
Hartford.....	Fresh, country.....	.2633	.2683
Middletown.....	Fresh.....	.3117	.3450
New Haven.....	Fresh.....	.2733	.3417
	Fresh, country.....	.3008	.3125
New London.....	Fresh, country.....	.3175	.3025
Stamford.....	Fresh, country, extra fancy.....	.3442	.3683
Torrington.....	Fresh, country.....	.3133	.3075
Willimantic.....	Fresh, country.....	.2717	.3058
DELAWARE.			
Wilmington.....	Fresh, country.....	.2817	.3042
	Fresh, near-by.....	.2917	.3158
DISTRICT OF COLUMBIA.			
Washington.....	Fresh.....	.2742	.2883
	Fresh, country.....	.2517	.2708
	Fresh, country.....	.2550	.2758
FLORIDA.			
Jacksonville.....	Fresh.....	.2583	.2708
	Fresh.....	.2892	.3042
	Fresh.....	.2708	.2875
GEORGIA.			
Atlanta.....	Fresh.....	.1883	.2067
	Fresh.....	.2008	.2213
	Fresh, country.....	.2121	.2233
Columbus.....	Fresh, country.....	.2667	.2783
ILLINOIS.			
Chicago.....	Fresh, country.....	.2275	.2392
	Fresh, country.....	.2308	.2475
	Fresh, country.....	.2358	.2550
	Fresh, country.....	.2300	.2012
East St. Louis.....	Fresh, country.....	.2650	.2750
Peoria.....	Fresh.....	.2521	.2583
	Fresh.....	.1908	.1950
	Fresh.....	.2000	.2275
Quincy.....	Fresh, country.....	.2181	.2188
Rock Island.....	Fresh.....	.2063	.2083
Springfield.....	Fresh, country.....	.2171	.2292
INDIANA.			
Evansville.....	Fresh.....	.1917	.2146
Fort Wayne.....	Fresh.....	.2358	.2267
Indianapolis.....	Country.....	.2288	.2592
	Country.....	.2175	.2150
	Fresh.....	.2333	.2375
South Bend.....	Fresh.....	.2158	.2450
Terre Haute.....	Country.....	.2333	.2442
IOWA.			
Des Moines.....	Fresh.....	.2129	.2429
	Fresh.....	.2250	.2250
	Fresh.....	.2458	.2458
Dubuque.....	Fresh.....	.2075	.2271
	Fresh.....	.2104	.2104

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

EGGS, PER DOZEN—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
KANSAS.			
Topeka.....	Fresh.....	\$0.2458	\$0.2433
	Fresh.....	.2567	.2500
	Fresh.....	.2400	.2408
KENTUCKY.			
Covington.....	Fresh, country.....	.2008	.2225
Louisville.....	Fresh.....	.2375	.2306
	Fresh.....	.2146	.2375
	Fresh, country.....	.2029	.2475
LOUISIANA.			
New Orleans.....	Country.....	.2542	.2892
	Country.....	.2842	.2458
	Fresh, country.....	.2067	.2271
MAINE.			
Bangor.....	Fresh, country.....	.2308	.2742
Biddeford.....	Fresh, country.....	.2608	.2892
Lewiston.....	Country.....	.2625	.2883
Portland.....	Country.....	.2933	.2958
	Fresh, country.....	.2808	.3158
MARYLAND.			
Baltimore.....	Fresh.....	.2600	.2775
	Fresh.....	.2592	.2600
	Fresh.....	.2558	.2725
	Fresh.....	.2375	.2608
	Fresh, country.....	.2992	.2908
Mount Washington.....	Fresh.....	.2542	.2867
Sparrow Point.....	Fresh.....	.2458	.2942
MASSACHUSETTS.			
Boston.....	Fresh, case.....	.2825	.3167
	Fresh, Eastern.....	.3100	.3000
	Fresh, native.....	.3942	.4150
Brockton.....	Fresh, country.....	.3733	.4250
Cambridge.....	Cold storage.....	.2725	.2567
Chelsea.....	Fresh, country, native.....	.3633	.3533
Fall River.....	Fresh.....	.2842	.2850
	Fresh.....	.2642	.2433
	Fresh, country.....	.2983	.3050
Holyoke.....	Fresh, country.....	.3058	.3250
Hydepark.....	Fresh, country, native.....	.3217	.3792
Lawrence.....	Fresh, country.....	.3433	.3467
Lowell.....	Fresh, Western.....	.2833	.2900
Lynn.....	Fresh.....	.3675	.3692
Quincy.....	Fresh.....	.3342	.3475
Salem.....	Fresh, country.....	.2650	.2925
Somerville.....	Cold storage.....	.2700	.2500
Springfield.....	Fresh, country.....	.3292	.3333
Worcester.....	Fresh, country.....	.3300	.3342
MICHIGAN.			
Bay City.....	Fresh, country.....	.2175	.2458
Detroit.....	Fresh.....	.2175	.2492
	Fresh.....	.2225	.2492
Grand Rapids.....	Fresh.....	.2125	.2383
	Fresh.....	.2192	.2325
	Fresh.....	.1875	.2292
Saginaw.....	Fresh, country.....	.2108	.2350
	Fresh, country.....	.2175	.2392
Wyandotte.....	Fresh.....	.2300	.2167
MINNESOTA.			
Duluth.....	Fresh.....	.2233	.2450
	Fresh.....	.2200	.2383
Minneapolis.....	Fresh.....	.2142	.2383
	Fresh.....	.2058	.2308
	Fresh, country.....	.2292	.2592
St. Paul.....	Fresh.....	.2183	.2358
MISSOURI.			
Kansas City.....	Fresh.....	.2300	.2425
	Fresh.....	.2633	.2608
	Fresh.....	.2425	.2500
St. Joseph.....	Fresh, country.....	.2258	.2367
St. Louis.....	Fresh.....	.2183	.2458
	Fresh, country.....	.2217	.2500
	Fresh, country.....	.2533	.2577

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

EGGS, PER DOZEN—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MONTANA.			
Butte.....	Fresh, ranch.....	\$0.2942	\$0.2792
	Fresh, ranch.....	.2958	.2833
NEBRASKA.			
Omaha.....	Fresh.....	.2150	.2233
	Fresh.....	.2275	.2450
	Fresh.....	.2142	.2358
NEW HAMPSHIRE.			
Concord.....	Country.....	.3033	.3092
Manchester.....	Fresh.....	.3042	.3133
	Fresh, country.....	.3025	.2817
NEW JERSEY.			
Bayonne.....	Fresh, country.....	.3417	.2950
Camden.....	Fresh.....	.2658	.3100
Elizabeth.....	Fresh.....	.3067	.2908
Jersey City.....	Fresh.....	.2558	.2675
	Fresh.....	.2783	.2883
Newark.....	Fresh, country.....	.2458	.2750
New Brunswick.....	Fresh.....	.3183	.2867
Paterson.....	Fresh.....	.2225	.2658
Trenton.....	Fresh.....	.2833	.2975
	Fresh.....	.2950	.3108
	Fresh, country.....	.2875	.3100
NEW YORK.			
Albany.....	Fresh.....	.2617	.3000
Brooklyn.....	Fresh.....	.3150	.3150
Buffalo.....	Fresh, country.....	.2617	.2450
	Fresh, country.....	.2533	.2750
	Fresh, country.....	.2283	.2383
	Fresh, country.....	.2692	.2733
	Fresh, country.....	.2342	.2458
Cohoes.....	Fresh, near-by.....	.3083	.3083
College Point.....	Fresh.....	.3042	.2617
Flushing.....	New York State.....	.3008	.2583
Jamaica.....	Fresh, country.....	.2517	.2583
Newburgh.....	Fresh.....	.2808	.3133
New York.....	Fresh.....	.2925	.2917
	Fresh.....	.3158	.3325
	Fresh, country.....	.2800	.3083
	Fresh, country.....	.2975	.3033
	Fresh, near-by.....	.2825	.3650
Rochester.....	Cold storage.....	.2417	.2392
	Fresh.....	.2675	.2525
	Fresh, country.....	.2658	.3117
Syracuse.....	Fresh, country.....	.2592	.3017
Tompkinsville.....	Fresh, near-by.....	.3258	.3267
Troy.....	Fresh.....	.2642	.2792
	Fresh, country.....	.2942	.3000
Utica.....	Fresh, country.....	.2675	.2825
West New Brighton.....	Fresh.....	.2692	.2833
NORTH CAROLINA.			
Durham.....	Fresh.....	.1708	.1958
Winston-Salem.....	Fresh, country.....	.1883	.1983
OHIO.			
Canton.....	Fresh, country.....	.2308	.2500
Cincinnati.....	Fresh.....	.2217	.2508
	Fresh.....	.2108	.2233
	Fresh.....	.2267	.2233
Cleveland.....	Fresh.....	.2675	.2858
	Fresh, country.....	.2450	.2867
	Fresh, country.....	.2800	.2900
	Fresh, country.....	.2475	.2592
Columbus.....	Fresh.....	.2192	.2492
Hamilton.....	Fresh, country.....	.2183	.2367
Springfield.....	Fresh, country.....	.2408	.2383
Toledo.....	Fresh, country.....	.2167	.2267
Youngstown.....	Fresh, country.....	.2642	.2758
OREGON.			
Portland.....	Fresh.....	.2758	.2600
	Fresh.....	.2792	.2833
	Fresh.....	.2792	.2917

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

EGGS, PER DOZEN—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
PENNSYLVANIA.			
Allegheny.....	Fresh, country.....	\$0.2558	\$0.2842
	Fresh, country.....	.3042	.3017
Allentown.....	Fresh, country.....	.2300	.2467
	Fresh, country.....	.2467	.2442
Altoona.....	Fresh, country.....	.2567	.2725
Bethlehem.....	Fresh, country.....	.2533	.2742
Chester.....	Country.....	.2767	.2858
	Fresh.....	.2808	.2542
Lancaster.....	Fresh, country.....	.2475	.2533
Norristown.....	Fresh.....	.2617	.2750
Philadelphia.....	Fresh.....	.2667	.2683
	Fresh, country.....	.2700	.2842
	Fresh, country.....	.2700	.3108
	Fresh, country.....	.2917	.2900
	Fresh, country.....	.2758	.2750
	Fresh, country.....	.2800	.3067
Pittsburg.....	Fresh, country.....	.2550	.2600
	Fresh, country.....	.2358	.2992
Reading.....	Fresh, country.....	.2467	.2625
Scranton.....	Fresh, country.....	.3017	.2883
	Fresh, country.....	.2608	.2950
Wilkesbarre.....	Fresh, country.....	.2725	.2825
	Fresh, country.....	.2733	.3142
Williamsport.....	Fresh, country.....	.2483	.2525
York.....	Fresh, country.....	.2133	.2133
RHODE ISLAND.			
Providence.....	Fresh.....	.2683	.3317
	Fresh, best.....	.2517	.3275
	Fresh, country.....	.3725	.3842
SOUTH CAROLINA.			
Charleston.....	Fresh.....	.2375	.2500
	Fresh.....	.2175	.2392
	Fresh, country.....	.2467	.2483
	Fresh, country.....	.2292	.2358
SOUTH DAKOTA.			
Sioux Falls.....	Fresh.....	.2150	.2075
	Fresh.....	.1850	.2008
	Fresh.....	.2167	.2125
TENNESSEE.			
Memphis.....	Fresh, country.....	.2225	.2231
	Fresh, country.....	.2500	.2500
Nashville.....	Fresh.....	.2083	.2083
	Fresh, country.....	.1763	.2050
TEXAS.			
Dallas.....	Fresh.....	.2333	.2125
	Fresh.....	.2125	.1958
	Fresh, country.....	.2750	.2379
San Antonio.....	Fresh.....	.2125	.1813
	Fresh.....	.2146	.2000
	Fresh, country.....	.2250	.1958
UTAH.			
Salt Lake City.....	Fresh.....	.2917	.2813
	Fresh.....	.2292	.2292
	Fresh.....	.2554	.2521
VIRGINIA.			
Norfolk.....	Fresh, country.....	.2375	.2500
Petersburg.....	Fresh, country.....	.2358	.2525
Richmond.....	Fresh.....	.2342	.2633
	Fresh.....	.2222	.2394
	Fresh, country.....	.2383	.2617
WASHINGTON.			
Seattle.....	Fresh.....	.3333	.3375
	Fresh.....	.3417	.3458
	Fresh.....	.3604	.3625
Tacoma.....	Fresh, country.....	.2917	.3125
WEST VIRGINIA.			
Wheeling.....	Fresh, country.....	.2517	.2592

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

LARD, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
PENNSYLVANIA—concluded.			
Harrisburg.....	Pure leaf.....	\$0.1350	\$0.1283
Lancaster.....	Pure leaf.....	.1358	.1283
Norristown.....	Pure leaf.....	.1200	.1050
Philadelphia.....	Pure leaf.....	.1317	.1333
	Pure leaf.....	.1350	.1117
	Pure leaf.....	.1350	.1158
	Pure leaf.....	.1217	.1000
	Pure leaf.....	.1204	.1100
Pittsburg.....	Pure leaf.....	.1500	.1375
	Pure leaf.....	.1342	.1300
Reading.....	Pure leaf.....	.1300	.1325
Seranton.....	Leaf.....	.1367	.1213
	Pure leaf.....	.1383	.1192
Wilkesbarre.....	Leaf.....	.1363	.1250
Williamsport.....	Pure leaf, kettle rendered.....	.1417	.1250
RHODE ISLAND.			
Providence.....	Pure leaf.....	.1167	.1200
	Pure leaf.....	.1258	.1033
	Pure leaf.....	.1450	.1317
SOUTH CAROLINA.			
Charleston.....	Pure leaf.....	.1258	.1017
	Pure leaf.....	.1300	.1000
SOUTH DAKOTA.			
Sioux Falls.....	Pure leaf.....	.1000	.1000
	Pure leaf.....	.1000	.1000
TENNESSEE.			
Memphis.....	Leaf.....	.1179	.1125
	Pure leaf.....	.1163	.0933
Nashville.....	Pure leaf.....	.1067	.1067
	Pure leaf.....	.1250	.1250
TEXAS.			
Dallas.....	Pure leaf.....	.1188	.1250
	Pure leaf.....	.1100	.0996
Houston.....	Pure leaf.....	.1250	.1067
San Antonio.....	Pure leaf.....	.1000	.1000
	Pure leaf.....	.1250	.1250
UTAH.			
Salt Lake City.....	Pure leaf.....	.1650	.1500
	Pure leaf.....	.1433	.1225
VIRGINIA.			
Norfolk.....	Pure leaf.....	.1167	.1000
Petersburg.....	Pure leaf.....	.1288	.1250
Richmond.....	Pure leaf.....	.1308	.1108
	Pure leaf.....	.1279	.1158
	Pure leaf, best.....	.1433	.1150
WASHINGTON.			
Seattle.....	Pure leaf.....	.1200	.1300
	Pure leaf.....	.1250	.1250
	Pure leaf.....	.1383	.1300
	Pure leaf.....	.1250	.1250
Tacoma.....	Pure leaf, sold in 3-pound cans.....	.1500	.1347
WEST VIRGINIA.			
Wheeling.....	Pure leaf.....	.1275	.1058
WISCONSIN.			
Milwaukee.....	Pure leaf.....	.1175	.0992
	Pure leaf.....	.1350	.1200
	Pure leaf, Armour's.....	.1019	.0942
Oshkosh.....	Pure leaf.....	.1400	.1067
Racine.....	Pure leaf.....	.1233	.1000
	Pure leaf.....	.1233	.1092

MILK, FRESH, UNSKIMMED, PER QUART.

ALABAMA.			
Birmingham.....	Delivered.....	\$0.0800	\$0.0800
	Delivered.....	.0800	.0800
	Delivered.....	.0800	.0800
Tomery.....	Delivered.....	.0625	.0625

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

MILK, FRESH, UNSKIMMED, PER QUART—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
ARKANSAS.			
Little Rock.....	Delivered.....	\$0.0714	\$0.0714
	Delivered.....	.0833	.0833
	Delivered.....	.0833	.0833
CALIFORNIA.			
Los Angeles.....	Delivered, from cans.....	.1000	.0867
	Delivered, from cans.....	.1000	.0933
	Delivered, from cans.....	.1000	.0867
Oakland.....	Delivered.....	.0750	.0750
Sacramento.....	Delivered.....	.0667	.0701
San Francisco.....	Delivered.....	.0833	.0833
	Delivered.....	.0833	.0833
	Delivered.....	.0833	.0833
COLORADO.			
Denver.....	Delivered, 16 quarts sold for \$1.00.....	.0625	.0625
	Delivered.....	.0662	.0625
CONNECTICUT.			
Bridgeport.....	Delivered.....	.0558	.0658
New Haven.....	Delivered.....	.0667	.0675
	Delivered.....	.0667	.0700
	Delivered, in bottles.....	.0675	.0675
Willimantic.....	Delivered.....	.0558	.0575
DELAWARE.			
Wilmington.....	Delivered.....	.0717	.0717
	Delivered.....	.0717	.0717
DISTRICT OF COLUMBIA.			
Washington.....	Delivered.....	.0800	.0800
	Delivered.....	.0800	.0800
	Delivered.....	.0800	.0800
FLORIDA.			
Jacksonville.....	Delivered, 11 tickets sold for \$1.....	.0909	.0909
	Delivered, 11 tickets sold for \$1.....	.0909	.0909
	Delivered, 11 tickets sold for \$1.....	.0909	.0909
	Delivered, 11 tickets sold for \$1.....	.0909	.0909
GEORGIA.			
Atlanta.....	Delivered.....	.0800	.0800
	Delivered.....	.0833	.0833
	Delivered.....	.0800	.0800
ILLINOIS.			
Chicago.....	Delivered.....	.0678	.0700
	Delivered.....	.0644	.0700
	Delivered.....	.0600	.0600
	Delivered.....	.0600	.0600
Peoria.....	Delivered.....	.0625	.0625
	Delivered.....	.0537	.0537
	Delivered.....	.0625	.0625
Quincy.....	Delivered.....	.0542	.0563
Rock Island.....	Delivered.....	.0600	.0600
Springfield.....	Delivered.....	.0717	.0800
INDIANA.			
Indianapolis.....	Delivered.....	.0600	.0600
	Delivered.....	.0525	.0525
	Delivered.....	.0525	.0525
IOWA.			
Des Moines.....	Delivered.....	.0573	.0573
	Delivered.....	.0567	.0567
	Delivered.....	.0573	.0573
Dubuque.....	Delivered.....	.0563	.0563
	Delivered.....	.0573	.0573
KANSAS.			
Topeka.....	Delivered.....	.0558	.0558
	Delivered.....	.0600	.0600
KENTUCKY.			
Covington.....	Delivered.....	.0600	.0600
Louisville.....	Delivered.....	.0617	.0629
	Delivered.....	.0698	.0708
LOUISIANA.			
New Orleans.....	Delivered.....	.0750	.0750
	Delivered.....	.0750	.0750
	Delivered.....	.0750	.0750

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

MILK, FRESH, UNSKIMMED, PER QUART—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MAINE.			
Bangor.....	Delivered.....	\$0.0550	\$0.0550
Biddeford.....	Delivered.....	.0600	.0600
Lewiston.....	Delivered.....	.0600	.0600
Portland.....	Delivered.....	.0600	.0600
MARYLAND.			
Baltimore.....	Delivered.....	.0800	.0800
	Delivered.....	.0800	.0800
	Delivered.....	.0800	.0800
	Delivered.....	.0850	.0850
	Delivered.....	.0750	.0800
	Delivered.....	.0700	.0700
Mount Washington.....	Delivered.....	.0800	.0800
Sparrow Point.....	Delivered.....	.0800	.0800
MASSACHUSETTS.			
Boston.....	Delivered.....	.0800	.0800
	Delivered.....	.0800	.0800
	Delivered.....	.0750	.0750
Brockton.....	Delivered.....	.0700	.0700
Cambridge.....	Delivered.....	.0750	.0750
Chelsea.....	Delivered.....	.0800	.0800
Fall River.....	Delivered.....	.0650	.0633
	Delivered.....	.0650	.0633
Holyoke.....	Delivered.....	.0600	.0600
Hydepark.....	Delivered.....	.0700	.0700
Lynn.....	Delivered.....	.0700	.0700
Malden.....	Delivered.....	.0700	.0700
Salem.....	Delivered.....	.0700	.0700
Somerville.....	Delivered.....	.0625	.0600
Springfield.....	Delivered.....	.0650	.0650
Worcester.....	Delivered.....	.0700	.0600
	Delivered.....	.0700	.0700
	Delivered.....	.0700	.0600
MICHIGAN.			
Detroit.....	Delivered.....	.0550	.0550
	Delivered.....	.0600	.0600
Grand Rapids.....	Delivered.....	.0600	.0600
	Delivered.....	.0600	.0600
Wyandotte.....	Delivered.....	.0550	.0550
MINNESOTA.			
Duluth.....	Delivered, in bottles.....	.0550	.0550
	Delivered, from cans.....	.0525	.0550
Minneapolis.....	Delivered.....	.0567	.0500
	Delivered.....	.0558	.0558
St. Paul.....	Delivered.....	.0558	.0558
MISSOURI.			
Kansas City.....	Delivered.....	.0700	.0700
St. Joseph.....	Delivered.....	.0550	.0533
St. Louis.....	Delivered.....	.0700	.0700
	Delivered.....	.0700	.0700
	Delivered.....	.0600	.0600
MONTANA.			
Butte.....	Delivered.....	.1000	.1000
	Delivered.....	.1000	.1000
NEBRASKA.			
Omaha.....	Delivered.....	.0500	.0500
	Delivered.....	.0500	.0500
	Delivered.....	.0500	.0500
NEW HAMPSHIRE.			
Concord.....	Delivered.....	.0600	.0600
Manchester.....	Delivered.....	.0600	.0600
	Delivered.....	.0600	.0600
NEW JERSEY.			
Bayonne.....	Delivered.....	.0800	.0800
Bridgeton.....	Delivered.....	.0633	.0700
Camden.....	Delivered.....	.0733	.0800
Elizabeth.....	Delivered.....	.0700	.0700
Jersey City.....	Delivered.....	.0700	.0700
	Delivered.....	.0767	.0767

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

MILK, FRESH, UNSKIMMED, PER QUART—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
NEW JERSEY—concluded.			
Newark.....	Delivered.....	\$0.0800	\$0.0800
New Brunswick.....	Delivered.....	.0700	.0700
Paterson.....	Delivered.....	.0658	.0658
Trenton.....	Delivered.....	.0717	.0800
	Delivered.....	.0717	.0800
	Delivered.....	.0717	.0800
NEW YORK.			
Albany.....	Delivered.....	.0600	.0600
Brooklyn.....	Delivered, in bottles.....	.0800	.0800
Buffalo.....	Delivered.....	.0600	.0600
	Delivered.....	.0600	.0600
	Delivered.....	.0600	.0600
	Delivered.....	.0600	.0600
Cohoes.....	Delivered.....	.0600	.0600
College Point.....	Delivered.....	.0800	.0800
Flushing.....	Delivered.....	.0800	.0800
Jamaica.....	Delivered, in bottles.....	.0800	.0800
Mariner Harbor.....	Delivered.....	.0800	.0800
New York.....	Delivered.....	.0600	.0600
	Delivered.....	.0567	.0558
	Delivered.....	.0600	.0600
	Delivered.....	.0600	.0600
	Delivered, in bottles.....	.0800	.0800
Rochester.....	Delivered.....	.0600	.0600
	Delivered.....	.0575	.0575
	Delivered, in bottles.....	.0600	.0600
Syracuse.....	Delivered.....	.0508	.0558
Tompkinsville.....	Delivered.....	.0800	.0800
Utica.....	Delivered.....	.0542	.0542
OHIO.			
Canton.....	Delivered.....	.0600	.0600
Cincinnati.....	Delivered.....	.0600	.0600
	Delivered.....	.0600	.0600
	Delivered.....	.0575	.0600
Cleveland.....	Delivered.....	.0600	.0558
	Delivered.....	.0700	.0658
	Delivered.....	.0625	.0658
Columbus.....	Delivered.....	.0625	.0625
Hamilton.....	Delivered.....	.0600	.0600
Toledo.....	Delivered.....	.0600	.0600
Youngstown.....	Delivered.....	.0650	.0650
OREGON.			
Portland.....	Delivered.....	.0799	.0799
	Delivered.....	.0833	.0833
	Delivered.....	.0694	.0750
PENNSYLVANIA.			
Allegheny.....	Delivered.....	.0650	.0650
Allentown.....	Delivered.....	.0600	.0600
Altoona.....	Delivered.....	.0700	.0700
Chester.....	Delivered.....	.0750	.0800
Harrisburg.....	Delivered.....	.0600	.0600
Lancaster.....	Delivered.....	.0600	.0600
Philadelphia.....	Delivered.....	.0800	.0800
	Delivered.....	.0800	.0800
	Delivered.....	.0800	.0800
	Delivered.....	.0800	.0800
	Delivered.....	.0800	.0800
Pittsburg.....	Delivered.....	.0700	.0700
	Delivered.....	.0700	.0750
Reading.....	Delivered.....	.0600	.0600
Scranton.....	Delivered.....	.0717	.0717
	Delivered.....	.0717	.0717
Wilkesbarre.....	Delivered.....	.0800	.0800
Williamsport.....	Delivered.....	.0600	.0600
RHODE ISLAND.			
Providence.....	Delivered.....	.0650	.0650
	Delivered.....	.0650	.0650
SOUTH CAROLINA.			
Charleston.....	Delivered.....	.0800	.0800
	Delivered.....	.0800	.0800
	Delivered.....	.0800	.0800

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

MILK, FRESH, UNSKIMMED, PER QUART—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
SOUTH DAKOTA.			
Sioux Falls.....	Delivered.....	\$0.0550	\$0.0550
TENNESSEE.			
Memphis.....	Delivered, sold by tickets.....	.0744	.0846
	Delivered, sold by tickets.....	.0744	.0833
Nashville.....	Delivered.....	.0575	.0575
	Delivered.....	.0558	.0558
TEXAS.			
Dallas.....	Delivered.....	.0625	.0625
	Delivered.....	.0750	.0656
	Delivered.....	.0625	.0625
San Antonio.....	Delivered.....	.0714	.0714
	Delivered.....	.0750	.0750
	Delivered.....	.0714	.0714
UTAH.			
Salt Lake City.....	Delivered.....	.0625	.0625
	Delivered.....	.0625	.0625
VIRGINIA.			
Richmond.....	Delivered.....	.0800	.0800
	Delivered.....	.0700	.0708
	Delivered.....	.0700	.0708
WASHINGTON.			
Seattle.....	Delivered.....	.0650	.0650
	Delivered.....	.0650	.0650
Tacoma.....	Delivered.....	.0573	.0573
WEST VIRGINIA.			
Wheeling.....	Delivered.....	.0800	.0800
WISCONSIN.			
Milwaukee.....	Delivered.....	.0565	.0588
	Delivered.....	.0533	.0533
	Delivered, from cans.....	.0500	.0500
	Jersey, delivered, in bottles.....	.0600	.0600

MOLASSES, PER GALLON.

ALABAMA.			
Birmingham.....	Louisiana, best.....	\$0.7250	\$0.7500
	New Orleans.....	.7500	.7500
	New Orleans, medium.....	.6000	.6000
Montgomery.....	Georgia, cane.....	.5000	.5000
ARKANSAS.			
Little Rock.....	New Orleans.....	.6000	.6000
	New Orleans.....	.6500	.6500
CALIFORNIA.			
Los Angeles.....	New Orleans, medium.....	.5000	.5000
	New Orleans, medium.....	.6000	.6000
Oakland.....	Sirup, cut-loaf drip.....	.7500	.7500
Sacramento.....	New Orleans.....	.7500	.7500
San Francisco.....	New Orleans.....	.6500	.6500
	New Orleans.....	.6000	.6000
	New Orleans, Amber.....	.6000	.6000
	New Orleans, No. 3.....	.5000	.5000
	Sirup, California refinery.....	.5000	.5000
	Sirup, rock-candy drip.....	.6500	.7125
COLORADO.			
Denver.....	New Orleans.....	.7500	.7500
	Sirup, candy drip.....	.6500	.6500
Leadville.....	Sirup, golden drip.....	.6708	.6500
CONNECTICUT.			
Bridgeport.....	Porto Rico, best.....	.4000	.4000
	Sirup, best compound.....	.3500	.3500
New Haven.....	New Orleans.....	.5500	.5500
	New Orleans.....	.5000	.5000
	Porto Rico, best.....	.5000	.5000
New London.....	New Orleans.....	.5000	.5000

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

MOLASSES, PER GALLON—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
CONNECTICUT—concluded.			
Stamford.....	New Orleans, best.....	\$0.6000	\$0.6000
	Porto Rico, best.....	.5000	.5000
Torrington.....	New Orleans, best.....	.6000	.6000
	Porto Rico.....	.5000	.5000
Willimantic.....	New Orleans.....	.6000	.6000
DELAWARE.			
Wilmington.....	New Orleans, choice.....	.8000	.8000
	New Orleans, open kettle, prime, sold by the quart.	.6000	.6000
DISTRICT OF COLUMBIA.			
Washington.....	New Orleans, open kettle, best.....	.6000	.6000
	New Orleans, sold by the quart.....	.6000	.6000
	New Orleans, sold by the quart.....	.6000	.6000
	Porto Rico, good.....	.4000	.4000
FLORIDA.			
Jacksonville.....	Sirup, Florida.....	.5000	.5000
	Sirup, Florida.....	.5000	.5000
	Sirup, Florida.....	.5000	.5000
GEORGIA.			
Atlanta.....	New Orleans.....	.5500	.5500
	New Orleans.....	.5000	.5000
	New Orleans.....	.5000	.5000
ILLINOIS.			
Chicago.....	New Orleans.....	.5000	.5000
	New Orleans.....	.6000	.6000
	New Orleans.....	.6000	.6000
	New Orleans.....	.5000	.4500
East St. Louis.....	Golden drip.....	.5000	.3917
Quincy.....	Golden drip.....	.3500	.3500
Rock Island.....	New Orleans.....	.4833	.4500
Springfield.....	Golden drip.....	.7500	.7500
INDIANA.			
Indianapolis.....	New Orleans, sold by the quart.....	.6000	.6000
	Sirup, corn, manipulated.....	.3500	.3500
	Sirup, corn, manipulated, sold by the quart.	.4000	.4000
Terre Haute.....	Sirup, corn, sold by the quart.....	.4000	.4000
IOWA.			
Des Moines.....	New Orleans, fancy.....	.6500	.6500
	New Orleans, low grade.....	.3000	.3000
Dubuque.....	New Orleans, good.....	.6000	.6000
	New Orleans, medium.....	.5000	.5000
	Sirup, corn.....	.3500	.3500
KANSAS.			
Topeka.....	New Orleans.....	.6000	.6000
	New Orleans.....	.5000	.5000
KENTUCKY.			
Covington.....	New Orleans, prime.....	.5000	.5000
Louisville.....	New Orleans, sugar house, open kettle.....	.6500	.6167
LOUISIANA.			
New Orleans.....	Louisiana, cane.....	.4208	.4375
	Open kettle.....	.5250	.5583
MAINE.			
Bangor.....	Porto Rico.....	.5000	.5000
Biddeford.....	Porto Rico.....	.5000	.5000
Lewiston.....	Porto Rico.....	.5000	.5000
Portland.....	Porto Rico.....	.5000	.5000
	Porto Rico.....	.5000	.5000
MARYLAND.			
Baltimore.....	Golden drip.....	.4000	.4000
	New Orleans.....	.5000	.5000
	New Orleans.....	.6000	.6000
MASSACHUSETTS.			
Boston.....	Porto Rico.....	.5500	.5500
	Porto Rico, good.....	.5000	.5000
Brookton.....	Porto Rico.....	.6500	.6500
Cambridge.....	Porto Rico.....	.5000	.5000

TABLE I.—RETAIL PRICES OF FOOD, 1903, AND 1904—Continued.

MOLASSES, PER GALLON—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MASSACHUSETTS—concluded.			
Chelsea.....	Porto Rico.....	\$0.5000	\$0.5000
	Sirup, sugar.....	.5000	.5000
Fall River.....	New Orleans.....	.4500	.4987
	Porto Rico, fancy.....	.4500	.4575
Holyoke.....	Porto Rico.....	.5000	.5000
Hydepark.....	Porto Rico.....	.5000	.5000
Lawrence.....	Porto Rico.....	.5000	.5000
Lowell.....	New Orleans.....	.6000	.6000
	West India, medium.....	.5000	.5000
Lynn.....	Porto Rico, best.....	.5500	.5500
Malden.....	New Orleans.....	.5500	.5500
	Sirup, sugar.....	.5000	.5000
Quincy.....	Porto Rico.....	.6000	.6000
Salem.....	Porto Rico.....	.5000	.5000
Somerville.....	Porto Rico.....	.4100	.4700
Springfield.....	Porto Rico.....	.5000	.5000
Worcester.....	New Orleans.....	.5500	.5500
	Porto Rico.....	.5000	.5000
MICHIGAN.			
Bay City.....	New Orleans, medium.....	.6000	.6000
Detroit.....	New Orleans.....	.5000	.5000
Grand Rapids.....	New Orleans.....	.5000	.5000
	New Orleans, low grade.....	.4000	.4000
	New Orleans, open kettle, sold by the quart.....	.6000	.6000
Wyandotte.....	New Orleans, medium.....	.5000	.5000
MINNESOTA.			
Duluth.....	New Orleans.....	.5000	.5000
	New Orleans or Porto Rico.....	.5000	.5000
Minneapolis.....	Black sirup.....	.2000	.2000
	New Orleans, fancy.....	.7000	.7000
	New Orleans, open kettle, fancy.....	.5000	.5000
	Porto Rico.....	.6000	.6000
St. Paul.....	New Orleans, good.....	.4000	.4000
MISSOURI.			
Kansas City.....	New Orleans.....	.5000	.5000
	New Orleans.....	.5000	.5000
St. Joseph.....	New Orleans, medium.....	.5000	.5000
St. Louis.....	New Orleans.....	.4000	.4000
	New Orleans.....	.4000	.4000
MONTANA.			
Butte.....	New Orleans.....	.6000	.6000
	New Orleans.....	.6500	.6500
NEBRASKA.			
Omaha.....	New Orleans.....	.6000	.6000
	New Orleans.....	.6000	.6000
NEW HAMPSHIRE.			
Concord.....	Porto Rico, best.....	.5000	.5000
Manchester.....	Common.....	.4000	.4000
	Porto Rico.....	.6000	.6000
	Porto Rico, second grade.....	.5000	.5000
NEW JERSEY.			
Bayonne.....	New Orleans.....	.6000	.6000
Camden.....	New Orleans, best.....	.4250	.5000
Elizabeth.....	New Orleans, best.....	.4500	.4500
Jersey City.....	New Orleans.....	.6000	.6000
	New Orleans, open kettle.....	.5500	.5500
Newark.....	Sirup, golden drip.....	.3500	.3500
New Brunswick.....	New Orleans, best.....	.6583	.6583
	Porto Rico, best.....	.4000	.4000
Paterson.....	Sirup, corn, extra.....	.5000	.5000
Trenton.....	New Orleans.....	.6000	.6000
	New Orleans, best.....	.6000	.6000
	New Orleans, best.....	.6000	.6000
NEW YORK.			
Albany.....	New Orleans.....	.5500	.5500
Brooklyn.....	New Orleans.....	.5500	.5500
	Porto Rico.....	.4167	.4700
Buffalo.....	New Orleans, fair.....	.4000	.4000
	New Orleans, good.....	.4500	.4500
	New Orleans, golden drip.....	.4000	.4000
	New Orleans, prime, sold by the quart.....	.4333	.4833

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

MOLASSES, PER GALLON—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
NEW YORK—concluded.			
Buffalo.....	Porto Rico, best.....	\$0.4000	\$0.4000
Cohoes.....	New Orleans, best.....	.6000	.6000
College Point.....	New Orleans, prime.....	.5000	.5083
Flushing.....	New Orleans.....	.5000	.5000
Jamaica.....	New Orleans.....	.4167	.3625
Mariner Harbor.....	New Orleans.....	.5000	.5000
Newburgh.....	Porto Rico, sold by the quart.....	.6000	.6000
New York.....	New Orleans.....	.5500	.5500
	New Orleans.....	.5750	.5750
	New Orleans.....	.6000	.6000
	New Orleans.....	.5000	.5000
	New Orleans.....	.5250	.5500
	New Orleans, fancy.....	.5000	.5375
Rochester.....	New Orleans.....	.5000	.5000
	New Orleans.....	.5000	.5000
	Porto Rico.....	.4000	.4000
	Porto Rico.....	.4000	.4000
	Porto Rico, sold by the quart.....	.4000	.4000
Stapleton.....	New Orleans.....	.5500	.5500
Syracuse.....	New Orleans, straight, sold by the quart.....	.6000	.6000
	Porto Rico, best, sold by the quart.....	.5000	.5000
Troy.....	Porto Rico, best.....	.5000	.5000
Utica.....	Porto Rico, best.....	.6500	.6500
	Porto Rico, second grade.....	.4833	.4000
West New Brighton.....	New Orleans, sold by the quart.....	.8000	.8000
NORTH CAROLINA.			
Durham.....	Porto Rico, choice.....	.4000	.4000
Winston-Salem.....	Porto Rico, Ponce, fine.....	.6000	.6000
	Porto Rico, second grade.....	.5000	.5000
OHIO.			
Cincinnati.....	New Orleans, extra, choice.....	.7000	.6750
	New Orleans, family, cheap grade.....	.3200	.3200
	New Orleans, prime.....	.5500	.5500
Cleveland.....	New Orleans.....	.4000	.4000
	New Orleans.....	.5000	.5000
	New Orleans.....	.5000	.5000
	Porto Rico.....	.4000	.4000
	Porto Rico.....	.5000	.5000
Columbus.....	Family.....	.4000	.4000
Toledo.....	New Orleans.....	.5000	.5000
Youngstown.....	New Orleans.....	.6000	.6000
OREGON.			
Portland.....	New Orleans.....	.9000	.9000
	New Orleans.....	.6000	.6000
PENNSYLVANIA.			
Allegheny.....	New Orleans, open kettle, sold by the quart.....	.6000	.6000
Allentown.....	Sirup, Perfection.....	.4000	.4000
Altoona.....	Louisiana.....	.7000	.7000
Bethlehem.....	Sirup, New Orleans, Perfection.....	.4000	.5000
Chester.....	New Orleans, open kettle, sold by the quart.....	.5600	.5600
Lancaster.....	New Orleans, best, sold by the quart.....	.6000	.6000
	Sirup, sugar, pure, sold by the quart.....	.4800	.4800
Norristown.....	New Orleans, sold by the quart.....	.6000	.6000
Philadelphia.....	Golden sirup.....	.4000	.4000
	New Orleans, fair.....	.4000	.4000
	New Orleans, good.....	.5000	.5000
	New Orleans, pure.....	.4583	.5000
	Sirup, sugar house, sold by the quart.....	.4000	.4000
Pittsburg.....	New Orleans, sold by the quart.....	.6000	.6000
	New Orleans, best, sold by the quart.....	.6000	.6000
Reading.....	Metallic drip, sold by the quart.....	.4800	.4800
	New Orleans, open kettle, sold by the quart.....	.7200	.7200
	Sirup, Honey Bee, sold by the quart.....	.4800	.4800
Scranton.....	New Orleans.....	.7000	.7000
	New Orleans, pure.....	.6000	.6000
	Sirup, corn, pure.....	.5000	.5000
Wilkesbarre.....	Sirup, sugar, pure.....	.4500	.4500
Williamsport.....	New Orleans, second grade.....	.5000	.5000
	Sirup, corn.....	.4000	.4000
York.....	New Orleans, sold by the quart.....	.5200	.5200
	Sirup, sold by the quart.....	.3600	.3600

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

MOLASSES, PER GALLON—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
RHODE ISLAND.			
Natick.....	New Orleans.....	\$0.5000	\$0.5417
Providence.....	New Orleans.....	.6000	.6000
	New Orleans, best.....	.4708	.5000
	New Orleans, best.....	.5000	.5000
SOUTH CAROLINA.			
Charleston.....	New Orleans.....	.6000	.6000
	New Orleans, fair.....	.5000	.5000
SOUTH DAKOTA.			
Sioux Falls.....	New Orleans.....	.4500	.4500
	New Orleans.....	.5000	.5000
TENNESSEE.			
Memphis.....	Louisiana, cane, sold by the quart.....	.6000	.6000
	New Orleans and corn, blended, sold by the quart.....	.6000	.5000
	New Orleans, sold by the quart.....	.6000	.6000
Nashville.....	New Orleans.....	.5000	.5000
	New Orleans.....	.5000	.5000
TEXAS.			
Dallas.....	Louisiana, cane.....	.6500	.6667
	New Orleans.....	.6500	.6500
Houston.....	Louisiana, cane.....	.6667	.6000
San Antonio.....	New Orleans, choice.....	.6500	.6500
	New Orleans, medium.....	.5000	.5000
UTAH.			
Salt Lake City.....	New Orleans.....	.7500	.7500
	New Orleans.....	1.0000	1.0000
	New Orleans.....	.7500	.7500
VIRGINIA.			
Norfolk.....	Porto Rico.....	.3500	.3500
Richmond.....	New Orleans, best.....	.7500	.7500
	Porto Rico, sold by quart.....	.4000	.4000
WASHINGTON.			
Seattle.....	New Orleans.....	.5000	.5000
	Sirup, sugar drip.....	.6417	.6500
Tacoma.....	Sirup, candy drip.....	.6000	.6000
WEST VIRGINIA.			
Wheeling.....	New Orleans.....	.4000	.4000
WISCONSIN.			
Milwaukee.....	New Orleans, open kettle, fancy.....	.4000	.4000
	Sugar house, ordinary.....	.4000	.4000
Oshkosh.....	New Orleans, No. 1.....	.6000	.6000
Racine.....	Sirup, corn.....	.4000	.4000
	Sirup, golden drip, pure sugar.....	.5000	.5000

MUTTON AND LAMB, PER POUND.

ALABAMA.			
Birmingham.....	Mutton chops.....	\$0.2000	\$0.2000
	Mutton, leg.....	.2000	.2000
ARKANSAS.			
Little Rock.....	Mutton, leg.....	.1500	.1500
	Mutton, leg.....	.1500	.1500
CALIFORNIA.			
Los Angeles.....	Mutton chops.....	.1850	.1850
	Mutton, leg.....	.1250	.1250
Oakland.....	Lamb chops.....	.1500	.1583
Sacramento.....	Lamb chops.....	.1800	.1575
San Francisco.....	Lamb chops.....	.1500	.1500
	Lamb chops.....	.1917	.1917
	Lamb chops.....	.2000	.2000
	Mutton chops.....	.1675	.1675
	Mutton chops.....	.1500	.1500
	Mutton, leg.....	.1250	.1042
	Mutton, leg.....	.0975	.0975
	Mutton, leg.....	.1354	.1375

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

MUTTON AND LAMB, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
COLORADO.			
Denver.....	Lamb, leg.....	\$0.2000	\$0.2000
	Mutton, leg.....	.1113	.0963
	Mutton, leg, best.....	.1500	.1500
Leadville.....	Mutton, leg.....	.1208	.1396
CONNECTICUT.			
Bridgeport.....	Mutton, fore quarter.....	.0758	.0692
	Mutton, hind quarter.....	.1150	.1117
New Haven.....	Lamb chops or leg.....	.1783	.1933
	Lamb, loin chops.....	.2450	.2500
	Mutton, leg.....	.1350	.1300
	Mutton, leg.....	.1475	.1625
DELAWARE.			
Wilmington.....	Lamb, leg.....	.1600	.1642
	Mutton, leg.....	.1250	.1279
DISTRICT OF COLUMBIA.			
Washington.....	Lamb chops.....	.1800	.1800
	Lamb chops.....	.1842	.1800
	Lamb, leg.....	.1500	.1500
	Mutton, leg.....	.1225	.1250
	Mutton, leg.....	.1350	.1288
FLORIDA.			
Jacksonville.....	Mutton, leg.....	.2000	.2000
	Mutton, leg.....	.1592	.1583
	Mutton, leg.....	.1800	.1800
GEORGIA.			
Atlanta.....	Mutton chops.....	.1771	.1750
	Mutton, leg.....	.1500	.1500
ILLINOIS.			
Chicago.....	Mutton, leg.....	.1067	.1083
	Mutton, leg.....	.1093	.1000
	Mutton, leg.....	.1125	.1233
	Mutton, leg.....	.1000	.1000
Peoria.....	Mutton, leg.....	.1175	.1213
	Mutton, leg.....	.1500	.1500
INDIANA.			
Indianapolis.....	Lamb, leg.....	.2000	.2000
	Mutton, leg.....	.1600	.1667
	Mutton, leg.....	.1250	.1250
Terre Haute.....	Lamb chops.....	.1729	.1729
	Lamb, leg.....	.1688	.1688
	Mutton chops.....	.1250	.1250
	Mutton chops.....	.1500	.1500
	Mutton, leg.....	.1200	.1200
	Mutton, leg.....	.1500	.1500
IOWA.			
Des Moines.....	Mutton, leg.....	.1513	.1513
	Mutton, leg.....	.1375	.1375
Dubuque.....	Lamb, leg.....	.1833	.1833
	Mutton, leg.....	.1400	.1400
KANSAS.			
Topeka.....	Mutton, leg.....	.1354	.1321
	Mutton, leg.....	.1375	.1333
KENTUCKY.			
Covington.....	Mutton chops.....	.1200	.1508
Louisville.....	Lamb chops.....	.1858	.1938
	Mutton, leg.....	.1083	.1092
LOUISIANA.			
New Orleans.....	Mutton, leg.....	.1500	.1500
	Mutton, leg.....	.1500	.1500
MAINE.			
Bangor.....	Mutton, hind quarter.....	.1583	.1658
Biddeford.....	Mutton, fore quarter.....	.1025	.1125
	Mutton, hind quarter.....	.1400	.1533
Portland.....	Lamb, fore quarter.....	.1050	.1117
	Lamb, hind quarter.....	.1525	.1608
	Mutton, fore quarter.....	.0908	.0975
	Mutton, hind quarter.....	.1250	.1392
	Mutton, leg.....	.1542	.1625

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

MUTTON AND LAMB, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MARYLAND.			
Baltimore.....	Lamb chops.....	\$0.1542	\$0.1642
	Mutton chops, loin.....	.1658	.1558
	Mutton chops, neck.....	.1200	.1200
	Mutton, leg.....	.1367	.1400
	Mutton, leg.....	.1313	.1342
Mount Washington.....	Lamb chops.....	.1917	.1900
MASSACHUSETTS.			
Boston.....	Lamb chops, hind quarter.....	.2500	.2625
	Lamb, fore quarter.....	.0883	.0925
	Lamb, fore quarter.....	.0900	.0900
	Lamb, roast, hind quarter.....	.1458	.1575
	Lamb, roast, hind quarter.....	.1367	.1438
Fall River.....	Mutton, leg.....	.1250	.1150
	Mutton, leg.....	.1325	.1283
MICHIGAN.			
Detroit.....	Lamb chops.....	.1396	.1500
	Mutton, leg.....	.1142	.1158
MINNESOTA.			
Duluth.....	Lamb, leg.....	.1617	.1617
	Lamb, leg or rib roast.....	.1500	.1500
	Mutton, leg.....	.1225	.1217
	Mutton, leg.....	.1333	.1333
Minneapolis.....	Lamb, leg.....	.1375	.1396
	Mutton, leg.....	.1117	.1225
St. Paul.....	Lamb, roast.....	.1525	.1513
	Mutton, leg.....	.1083	.1146
	Mutton, stew.....	.0442	.0467
MISSOURI.			
Kansas City.....	Mutton, leg.....	.1313	.1313
	Mutton, leg.....	.1292	.1288
St. Louis.....	Mutton, leg.....	.0825	.0850
	Mutton, leg.....	.0833	.0850
	Mutton, leg.....	.0833	.0850
MONTANA.			
Butte.....	Mutton, leg.....	.1313	.1354
	Mutton, leg.....	.1313	.1354
NEBRASKA.			
Omaha.....	Mutton, leg.....	.1125	.1375
	Mutton, leg.....	.1313	.1333
NEW HAMPSHIRE.			
Concord.....	Mutton, fore quarter.....	.1000	.1083
	Mutton, hind quarter.....	.1533	.1525
Dover.....	Lamb, fore quarter.....	.1150	.1150
	Lamb, hind quarter.....	.1500	.1533
Manchester.....	Lamb, fore quarter.....	.0933	.1108
	Lamb, hind quarter.....	.1683	.1675
	Lamb, leg.....	.1733	.1733
NEW JERSEY.			
Jersey City.....	Mutton chops.....	.1067	.1050
	Mutton chops, loin.....	.1367	.1300
Trenton.....	Mutton, leg.....	.1600	.1600
	Mutton, leg.....	.1600	.1600
NEW YORK.			
Albany.....	Mutton, leg.....	.1483	.1683
Brooklyn.....	Lamb chops.....	.2300	.2300
	Lamb, leg.....	.1700	.1700
Buffalo.....	Mutton, leg.....	.1000	.1200
	Mutton, leg.....	.1183	.1108
	Mutton, leg, best.....	.1517	.1533
	Mutton, leg, choice.....	.1100	.1100
	Mutton, leg, first grade.....	.1300	.1300
	Mutton, leg, second grade.....	.1100	.1100
	Mutton, leg, second grade.....	.1000	.1000
Flushing.....	Mutton, leg.....	.1417	.1567
Jamaica.....	Mutton, fore quarter.....	.0700	.0750
	Mutton, hind quarter.....	.1250	.1308
New York.....	Mutton, fore quarter.....	.1275	.1350
	Mutton, fore quarter.....	.1000	.1100
	Mutton, hind quarter.....	.1658	.1742
	Mutton, hind quarter.....	.1617	.1683
	Mutton, fore quarter, best.....	.0692	.0667
	Mutton, hind quarter, best.....	.0992	.0967

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

MUTTON AND LAMB, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
NEW YORK—concluded.			
New York.....	Mutton, shoulder.....	\$0.0675	\$0.0733
Rochester.....	Lamb chops.....	.1383	.1304
	Mutton, leg.....	.1017	.1033
Syracuse.....	Mutton, hind quarter, prime.....	.1600	.1533
Troy.....	Lamb chops.....	.2242	.2183
NORTH CAROLINA.			
Winston-Salem.....	Mutton, fore quarter.....	.1500	.1438
	Mutton, leg.....	.1500	.1500
OHIO.			
Cincinnati.....	Lamb chops.....	.1800	.2000
	Mutton, leg.....	.1175	.1000
	Mutton, stew.....	.1288	.1358
Cleveland.....	Lamb, fore quarter.....	.1354	.1250
	Mutton, fore quarter.....	.0700	.0742
	Mutton, hind quarter.....	.0900	.1083
	Mutton, leg.....	.1400	.1475
	Mutton, leg.....	.1483	.1450
Columbus.....	Mutton, chops or roast.....	.1250	.1375
OREGON.			
Portland.....	Mutton, leg.....	.1188	.1188
	Mutton, leg.....	.1213	.1213
PENNSYLVANIA.			
Allegheny.....	Mutton, roast.....	.1200	.1200
Philadelphia.....	Mutton, leg.....	.1267	.1275
	Mutton, leg.....	.1267	.1267
	Mutton, leg.....	.1375	.1325
Pittsburg.....	Mutton, leg.....	.1300	.1267
	Mutton, leg.....	.1250	.1300
Scranton.....	Mutton, leg.....	.1800	.1800
	Mutton, leg.....	.1733	.1800
RHODE ISLAND.			
Providence.....	Lamb steak.....	.1817	.1833
	Mutton, leg.....	.1308	.1342
SOUTH CAROLINA.			
Charleston.....	Lamb, leg.....	.1525	.1525
	Lamb, leg.....	.1483	.1483
	Mutton, leg.....	.1000	.1000
	Mutton, leg.....	.1000	.1000
SOUTH DAKOTA.			
Sioux Falls.....	Mutton, leg.....	.1500	.1500
	Mutton, leg.....	.1417	.1417
TENNESSEE.			
Memphis.....	Mutton chops.....	.1521	.1521
	Mutton chops, medium.....	.1500	.1500
	Mutton, leg.....	.1800	.1750
	Mutton, leg, medium.....	.1500	.1500
Nashville.....	Mutton, leg.....	.1250	.1000
	Mutton, rib chops.....	.1500	.1500
TEXAS.			
Dallas.....	Mutton, leg.....	.1500	.1500
	Mutton, leg.....	.1500	.1500
San Antonio.....	Mutton, leg.....	.1500	.1500
	Mutton, leg.....	.1500	.1500
UTAH.			
Salt Lake City.....	Mutton, leg.....	.1250	.1250
	Mutton, leg.....	.1146	.1146
	Mutton, leg.....	.1313	.1229
VIRGINIA.			
Richmond.....	Lamb, leg.....	.1250	.1250
	Lamb, leg.....	.1250	.1250
	Mutton, leg.....	.1500	.1500
	Mutton, leg.....	.1500	.1500
WASHINGTON.			
Seattle.....	Mutton chops.....	.1125	.1125
	Mutton, leg.....	.1125	.1125
	Mutton, leg.....	.1167	.1167
	Mutton, leg.....	.1167	.1167
Tacoma.....	Mutton chops.....	.1333	.1333
	Mutton, leg.....	.1175	.1175

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

MUTTON AND LAMB, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
WISCONSIN.			
Milwaukee.....	Mutton, leg.....	\$0. 1425	\$0. 1400
	Mutton, leg.....	.1683	.1683
Racine.....	Mutton chops.....	.1417	.1500
	Mutton chops.....	.1433	.1450
	Mutton chops, loin.....	.1483	.1500
	Mutton chops, rib.....	.1500	.1500
	Mutton, leg.....	.1396	.1313
	Mutton, leg.....	.1500	.1500
	Mutton, leg.....	.1542	.1450

PORK, FRESH, PER POUND.

ALABAMA.			
Birmingham.....	Chops.....	\$0. 1500	\$0. 1500
	Chops.....	.1500	.1528
	Chops.....	.1604	.1625
Montgomery.....	Roast.....	.1438	.1354
ARKANSAS.			
Little Rock.....	Chops.....	.1500	.1500
	Chops.....	.1500	.1500
	Chops, home dressed.....	.1000	.1000
CALIFORNIA.			
Los Angeles.....	Chops.....	.1500	.1500
	Chops.....	.1500	.1500
	Loin chops.....	.1750	.1750
Oakland.....	Loin chops.....	.1550	.1500
Sacramento.....	Loin chops.....	.1458	.1500
San Francisco.....	Chops.....	.1250	.1250
	Loin chops.....	.1500	.1500
	Loin chops.....	.1396	.1500
	Loin or rib chops.....	.1800	.1800
	Loin roast.....	.1396	.1500
COLORADO.			
Denver.....	Chops.....	.1250	.1250
	Chops.....	.1375	.1438
Leadville.....	Chops.....	.1333	.1338
CONNECTICUT.			
Bridgeport.....	Loin chops or roast.....	.1433	.1200
Hartford.....	Chops.....	.1413	.1392
Middletown.....	Loin.....	.1433	.1550
	Shoulder.....	.0983	.1000
New Haven.....	Chops.....	.1358	.1200
	Chops.....	.1508	.1633
New London.....	Chops.....	.1442	.1375
	Loin roast.....	.1283	.1283
Stamford.....	Loin.....	.1483	.1492
Willimantic.....	Chops.....	.1467	.1367
DELAWARE.			
Wilmington.....	Chops.....	.1617	.1600
	Roast.....	.1396	.1317
DISTRICT OF COLUMBIA.			
Washington.....	Chops.....	.1500	.1500
	Chops.....	.1500	.1400
	Chops.....	.1525	.1433
FLORIDA.			
Jacksonville.....	Chops.....	.2000	.2000
	Chops.....	.1617	.1642
	Chops.....	.1800	.1933
	Chops, home dressed.....	.1500	.1500
	Chops, Western.....	.2000	.1950
GEORGIA.			
Atlanta.....	Chops.....	.1250	.1250
	Chops.....	.1458	.1521
	Chops.....	.1500	.1542
ILLINOIS.			
Chicago.....	Chops.....	.1008	.1025
	Chops.....	.1233	.1117

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, FRESH, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
ILLINOIS—concluded.			
Chicago.....	Chops.....	\$0.1217	\$0.1183
	Chops.....	.1183	.1192
	Chops.....	.1150	.0975
	Chops.....	.1204	.1138
East St. Louis.....	Chops.....	.1308	.1250
Peoria.....	Chops.....	.1463	.1258
	Chops.....	.1142	.1083
Quincy.....	Roast.....	.1292	.1104
Springfield.....	Chops.....	.1396	.1396
INDIANA.			
Evansville.....	Rib or loin chops.....	.1508	.1500
	Shoulder chops.....	.1263	.1250
Fort Wayne.....	Steak.....	.1300	.1296
Indianapolis.....	Chops.....	.1250	.1250
	Chops.....	.1333	.1354
	Chops.....	.1375	.1375
South Bend.....	Roast.....	.1375	.1313
Terre Haute.....	Ham, rib, or loin roast.....	.1313	.1250
	Loin chops.....	.1375	.1375
	Loin or ham roast.....	.1458	.1250
	Loin or ham roast.....	.1417	.1417
	Rib or loin chops.....	.1458	.1250
	Rib or loin chops.....	.1313	.1250
	Rib or shoulder chops.....	.1133	.1133
	Shoulder roast.....	.1000	.1000
IOWA.			
Des Moines.....	Chops.....	.1333	.1333
	Chops.....	.1063	.1063
	Chops.....	.0986	.0986
Dubuque.....	Chops.....	.1408	.1417
	Chops.....	.1208	.1208
KANSAS.			
Topeka.....	Chops.....	.1250	.1250
	Chops.....	.1250	.1150
	Chops.....	.1175	.1175
KENTUCKY.			
Covington.....	Loin roast.....	.1333	.1250
Louisville.....	Chops.....	.1375	.1292
	Steak or roast.....	.1338	.1271
LOUISIANA.			
New Orleans.....	Chops.....	.1958	.1583
	Chops.....	.2000	.1575
MAINE.			
Bangor.....	Steak.....	.1550	.1608
Biddeford.....	Ribs.....	.1367	.1442
	Shoulder.....	.1083	.1158
Lewiston.....	Steak.....	.1633	.1650
Portland.....	Chops.....	.1375	.1425
	Steak.....	.1500	.1458
MARYLAND.			
Baltimore.....	Chops.....	.1392	.1317
	Chops.....	.1375	.1321
	Chops.....	.1383	.1358
	Chops.....	.1250	.1083
	Chops.....	.1292	.1267
Mount Washington.....	Chops.....	.1483	.1467
Sparrow Point.....	Chops.....	.1425	.1425
MASSACHUSETTS.			
Boston.....	Chops.....	.1417	.1425
	Chops.....	.1392	.1433
	Chops.....	.1300	.1175
	Roast.....	.1300	.1175
Brockton.....	Roast.....	.1325	.1308
Cambridge.....	Roast.....	.1100	.1408
Chelsea.....	Loin roast.....	.1325	.1400
Fall River.....	Chops.....	.1417	.1258
	Roast.....	.1275	.1292
Hydepark.....	Roast.....	.1375	.1454
Lawrence.....	Roast.....	.1463	.1333
Lynn.....	Roast.....	.1458	.1392
Malden.....	Chops.....	.1517	.1600

TABLE II.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, FRESH, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MASSACHUSETTS—concluded.			
Malden	Loin roast.....	\$0.1488	\$0.1498
Quincy	Roast.....	.1283	.1383
Salem	Roast.....	.1300	.1226
Somerville	Roast.....	.1300	.1329
Springfield	Loin roast.....	.1483	.1500
Worcester	Chine roast.....	.1425	.1392
MICHIGAN.			
Bay City	Loin chops.....	.1250	.1250
Detroit.....	Chops.....	.1317	.1300
	Chops.....	.1233	.1256
Grand Rapids	Loin chops.....	.1275	.1242
	Shoulder steak.....	.1100	.1009
	Steak.....	.1000	.1000
Saginaw	Loin chops.....	.1283	.1283
	Loin chops.....	.1260	.1300
Wyandotte.....	Chops.....	.1350	.1336
MINNESOTA.			
Duluth	Chops.....	.1208	.1250
	Loin chops.....	.1400	.1279
Minneapolis.....	Chops.....	.1354	.1146
	Chops.....	.1163	.1280
	Loin.....	.1246	.1067
St. Paul.....	Loin.....	.1342	.1246
MISSOURI.			
Kansas City	Chops.....	.1333	.1313
	Chops.....	.1333	.1271
St. Louis.....	Chops.....	.1250	.1289
	Chops.....	.1375	.1354
	Chops.....	.1350	.1300
	Rib roast.....	.1400	.1417
	Roast.....	.1300	.1221
MONTANA.			
Butte.....	Chops.....	.1292	.1250
	Chops.....	.1292	.1250
NEBRASKA.			
Omaha.....	Chops.....	.1063	.1146
	Chops.....	.1083	.1146
	Chops.....	.1042	.1125
NEW HAMPSHIRE.			
Concord.....	Loin chops or roast.....	.1492	.1550
Dover.....	Loin chops or roast.....	.1233	.1117
Manchester.....	Chops.....	.1458	.1329
	Loin chops or roast.....	.1400	.1417
NEW JERSEY.			
Bayonne.....	Chops.....	.1367	.1471
Bridgeton.....	Loin roast.....	.1542	.1338
Camden.....	Pork, fresh.....	.1467	.1458
Elizabeth.....	Chops.....	.1608	.1492
	Roast.....	.1542	.1458
Jersey City.....	Chops.....	.1425	.1317
	Chops.....	.1442	.1225
Newark.....	Loin.....	.1417	.1225
Trenton.....	Chops.....	.1200	.1333
	Chops.....	.1200	.1275
	Chops.....	.1350	.1200
NEW YORK.			
Albany.....	Chops.....	.1267	.1467
Brooklyn.....	Chops.....	.1400	.1467
	Chops.....	.1467	.1400
	Loin roast.....	.1325	.1300
Buffalo.....	Chops.....	.1342	.1375
	Loin roast.....	.1425	.1250
	Loin roast.....	.1325	.1358
	Roast.....	.1425	.1108
Cohoes.....	Loin.....	.1350	.1350
Flushing.....	Loin roast.....	.1617	.1608
Jamaica.....	Loin roast.....	.1600	.1600
New York.....	Chops.....	.1867	.1733
	Loin roast.....	.1600	.1800
	Roast.....	.1800	.1800

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, FRESH, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
NEW YORK—concluded.			
New York.....	Roast.....	\$0.1867	\$0.1683
	Shoulder roast.....	.1142	.1200
	Shoulder roast, Western.....	.1250	.1250
Poughkeepsie.....	Steak.....	.1533	.1717
Rochester.....	Steak.....	.0967	.0917
Syracuse.....	Loin chops, best.....	.1500	.1400
	Loin roast, best.....	.1400	.1375
Tompkinsville.....	Ham.....	.1458	.1393
	Loin.....	.1458	.1383
	Shoulder.....	.1083	.1008
	Spareribs.....	.0933	.0800
Troy.....	Chops.....	.1600	.1442
NORTH CAROLINA.			
Durham.....	Rib roast.....	.1500	.1500
Winston-Salem.....	Ham.....	.1500	.1500
	Shoulder.....	.1500	.1250
OHIO.			
Cincinnati.....	Chops.....	.1325	.1267
	Rib roast.....	.1396	.1354
	Rib roast.....	.1333	.1271
Cleveland.....	Chops or roast.....	.1283	.1100
	Loin.....	.1400	.1358
	Loin chops or roast.....	.1313	.1229
Columbus.....	Chops, roast, or steak.....	.1250	.1375
Hamilton.....	Roast.....	.1204	.1100
Springfield.....	Roast.....	.1333	.1313
Toledo.....	Loin roast.....	.1133	.1146
Youngstown.....	Shoulder.....	.1329	.0983
OREGON.			
Portland.....	Chops.....	.1250	.1250
	Chops.....	.1250	.1250
	Chops.....	.1250	.1250
PENNSYLVANIA.			
Allegheny.....	Chops.....	.1600	.1513
	Roast.....	.1458	.1383
Allentown.....	Chops.....	.1500	.1467
Altoona.....	Roast.....	.1483	.1542
Bethlehem.....	Chops.....	.1483	.1425
Chester.....	Chops.....	.1508	.1367
	Loin roast.....	.1492	.1350
Harrisburg.....	Loin.....	.1525	.1442
Lancaster.....	Chops.....	.1367	.1333
	Roast.....	.1367	.1350
	Sides.....	.1375	.1267
Norristown.....	Chops.....	.1371	.1329
Philadelphia.....	Chops.....	.1592	.1525
	Chops.....	.1633	.1608
	Chops.....	.1500	.1233
	Loin roast.....	.1567	.1425
	Loin roast.....	.1492	.1517
	Loin roast.....	.1442	.1433
	Shoulder.....	.1167	.1150
	Shoulder.....	.1117	.1100
Pittsburg.....	Chops.....	.1583	.1421
	Chops.....	.1600	.1517
Seranton.....	Chops.....	.1575	.1600
	Chops.....	.1550	.1413
Wilkesbarre.....	Chops.....	.1454	.1313
	Loin roast.....	.1542	.1313
Williamsport.....	Chops.....	.1467	.1400
	Ham or shoulder, roast.....	.1250	.1250
	Ham, steak.....	.1467	.1600
	Loin roast.....	.1467	.1250
RHODE ISLAND.			
Natick.....	Loin.....	.1542	.1417
	Shoulder.....	.1283	.1200
Providence.....	Chops.....	.1250	.1400
	Steak.....	.1525	.1533
SOUTH CAROLINA.			
Charleston.....	Loin.....	.1375	.1250
	Loin chops.....	.1500	.1500
	Loin chops, home dressed.....	.1250	.1250
	Loin chops, Western.....	.1500	.1500

BULLETIN OF THE BUREAU OF LABOR.

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

MILK, FRESH, UNSKIMMED, PER QUART—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
SOUTH DAKOTA.			
Sioux Falls.....	Delivered.....	\$0. 0550	\$0. 0550
TENNESSEE.			
Memphis.....	Delivered, sold by tickets.....	.0744	.0846
Nashville.....	Delivered, sold by tickets.....	.0744	.0833
	Delivered.....	.0575	.0575
	Delivered.....	.0558	.0558
TEXAS.			
Dallas.....	Delivered.....	.0625	.0625
	Delivered.....	.0750	.0656
San Antonio.....	Delivered.....	.0625	.0625
	Delivered.....	.0714	.0714
	Delivered.....	.0750	.0750
	Delivered.....	.0714	.0714
UTAH.			
Salt Lake City.....	Delivered.....	.0625	.0625
	Delivered.....	.0625	.0625
VIRGINIA.			
Richmond.....	Delivered.....	.0800	.0800
	Delivered.....	.0700	.0708
	Delivered.....	.0700	.0708
WASHINGTON.			
Seattle.....	Delivered.....	.0650	.0650
	Delivered.....	.0650	.0650
Tacoma.....	Delivered.....	.0573	.0573
WEST VIRGINIA.			
Wheeling.....	Delivered.....	.0800	.0800
WISCONSIN.			
Milwaukee.....	Delivered.....	.0565	.0588
	Delivered.....	.0533	.0533
	Delivered, from cans.....	.0500	.0500
	Jersey, delivered, in bottles.....	.0600	.0600

MOLASSES, PER GALLON.

ALABAMA.			
Birmingham.....	Louisiana, best.....	\$0.7250	\$0.7500
	New Orleans.....	.7500	.7500
Montgomery.....	New Orleans, medium.....	.6000	.6000
	Georgia, cane.....	.5000	.5000
ARKANSAS.			
Little Rock.....	New Orleans.....	.6000	.6000
	New Orleans.....	.6500	.6500
CALIFORNIA.			
Los Angeles.....	New Orleans, medium.....	.5000	.5000
	New Orleans, medium.....	.6090	.6000
Oakland.....	Sirup, cut-loaf drip.....	.7500	.7500
Sacramento.....	New Orleans.....	.7500	.7500
San Francisco.....	New Orleans.....	.6500	.6500
	New Orleans.....	.6000	.6000
	New Orleans, Amber.....	.6000	.6000
	New Orleans, No. 3.....	.5000	.5000
	Sirup, California refinery.....	.5000	.5000
	Sirup, rock-candy drip.....	.6500	.7125
COLORADO.			
Denver.....	New Orleans.....	.7500	.7500
	Sirup, candy drip.....	.6500	.6500
Leadville.....	Sirup, golden drip.....	.6708	.6500
CONNECTICUT.			
Bridgeport.....	Porto Rico, best.....	.4000	.4000
	Sirup, best compound.....	.3500	.3500
New Haven.....	New Orleans.....	.5000	.5000
	New Orleans.....	.5000	.5000
	Porto Rico, best.....	.5000	.5000
New London.....	New Orleans.....	.5000	.5000

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, SALT, BACON, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
COLORADO.			
Denver.....	Sliced.....	\$0.2500	\$0.2500
	Medium.....	.1725	.1500
Leadville.....	Breakfast.....	.1767	.1513
CONNECTICUT.			
Middletown.....	Smoked.....	.1733	.1600
New Haven.....	Piece.....	.1650	.1650
	Piece.....	.1733	.1717
	Piece.....	.1800	.1800
	Sliced.....	.2000	.2000
New London.....	Breakfast.....	.2000	.1933
Stamford.....	Breakfast, best, piece.....	.2017	.1883
DELAWARE.			
Wilmington.....	Sliced.....	.1800	.1800
DISTRICT OF COLUMBIA.			
Washington.....	Breakfast, sliced.....	.2000	.2000
	Sliced.....	.1608	.1675
	Sliced.....	.1733	.1800
FLORIDA.			
Jacksonville.....	Piece.....	.1146	.0975
	Sliced.....	.2500	.2500
	Sliced.....	.2000	.1967
	Sliced.....	.2000	.2000
	Sliced.....	.2000	.2000
GEORGIA.			
Atlanta.....	Breakfast.....	.1708	.2067
	Piece.....	.1158	.0992
	Piece, ribs removed.....	.1117	.1100
	Sliced.....	.1250	.1250
ILLINOIS.			
Chicago.....	Bacon.....	.1633	.1450
	Bacon.....	.1800	.1783
	Medium.....	.1800	.1717
	Medium.....	.1592	.1575
	Second grade.....	.1267	.1100
	Second grade.....	.1683	.1700
Peoria.....	Sliced.....	.1458	.1442
	Sliced.....	.1783	.1692
	Sliced.....	.1500	.1500
INDIANA.			
Indianapolis.....	Breakfast, sugar-cured.....	.1962	.2025
	Breakfast, sugar-cured.....	.2183	.2167
	Sliced.....	.2075	.2250
Terre Haute.....	Breakfast, piece.....	.1917	.1808
IOWA.			
Des Moines.....	Sliced.....	.1800	.1800
	Sliced.....	.1313	.1313
	Sliced.....	.1500	.1500
Dubuque.....	Sliced.....	.1708	.1708
	Sliced.....	.1806	.1646
KANSAS.			
Topeka.....	Sliced.....	.1742	.1933
	Sliced.....	.1792	.1917
	Sliced.....	.1767	.1950
KENTUCKY.			
Covington.....	Breakfast, piece.....	.1500	.1500
Louisville.....	Breakfast, smoked, piece.....	.1750	.1750
	Smoked, piece.....	.1342	.1225
LOUISIANA.			
New Orleans.....	English, sugar-cured, piece.....	.2200	.2200
	Sliced.....	.2000	.2000
	Sugar-cured, piece.....	.1867	.1867
MAINE.			
Portland.....	Sliced.....	.1892	.1967
	Sliced.....	.1700	.1800
MARYLAND.			
Baltimore.....	Bacon.....	.1533	.1483
	Cured, rib in.....	.1592	.1500
	Smoked and cured.....	.1317	.1292

TABLE L.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, SALT, BACON, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MASSACHUSETTS.			
Boston.....	Breakfast.....	\$0.1662	\$0.1580
	Breakfast.....	.1666	.1663
	Sliced.....	.1663	.1700
Fall River.....	Sliced.....	.1700	.1533
	Sliced.....	.1666	.1767
MICHIGAN.			
Bay City.....	Ribs, sliced.....	.1767	.1796
Detroit.....	Breakfast.....	.1375	.1300
	Breakfast.....	.1456	.1456
Grand Rapids.....	Breakfast, sliced.....	.1492	.1600
	Breakfast, sliced.....	.1500	.1600
	Breakfast, sliced.....	.1500	.1600
Saginaw.....	Rib, sliced.....	.1583	.1600
	Ribs, piece.....	.1238	.1200
Wyandotte.....	Breakfast.....	.1650	.1517
MINNESOTA.			
Duluth.....	Medium, sliced.....	.1800	.1800
	Sliced.....	.2000	.2000
	Sliced, No. 2.....	.1575	.1500
Minneapolis.....	Bacon.....	.1533	.1304
	Sliced.....	.1800	.2000
St. Paul.....	Swift's.....	.1600	.1650
MISSOURI.			
Kansas City.....	Breakfast, sliced.....	.2125	.2083
	Sliced.....	.2167	.2186
St. Louis.....	Bacon.....	.1642	.1600
	Bacon.....	.1617	.1592
	Bacon.....	.1850	.1867
	Bacon.....	.1717	.1750
MONTANA.			
Butte.....	Sliced.....	.1800	.1867
	Sliced.....	.1800	.1867
NEBRASKA.			
Omaha.....	Sliced.....	.2000	.2000
	Sliced.....	.1500	.1500
	Sliced.....	.1817	.1900
NEW HAMPSHIRE.			
Concord.....	Breakfast, best, piece.....	.1400	.1433
Dover.....	Breakfast, piece.....	.1583	.1500
Manchester.....	Breakfast, piece.....	.2000	.1817
	Sliced.....	.1967	.1725
NEW JERSEY.			
Bridgeton.....	Breakfast, sliced.....	.1867	.1883
Elizabeth.....	Breakfast.....	.1617	.1617
Jersey City.....	Sliced.....	.2000	.1617
	Smoked, sliced.....	.1558	.1450
Trenton.....	Breakfast, best, piece.....	.2200	.2000
	Sliced.....	.1600	.1683
	Sliced.....	.1800	.1600
NEW YORK.			
Albany.....	Sliced.....	.1400	.1600
Brooklyn.....	Sliced.....	.2083	.2000
	Sliced.....	.2200	.2000
Buffalo.....	Best, sliced.....	.2000	.2000
	Sliced.....	.1400	.1400
	Sliced.....	.1400	.1400
	Sliced.....	.1550	.1533
	Smoked.....	.1492	.1467
College Point.....	Boneless.....	.1733	.1600
Flushing.....	Boneless.....	.1850	.1917
New York.....	Breakfast, smoked.....	.1800	.1800
	Rib.....	.2000	.1633
	Rib in.....	.1875	.2000
	Rib in.....	.1600	.1525
	Sugar-cured.....	.2100	.2100
Rochester.....	Smoked.....	.1583	.1417
Stapleton.....	Breakfast, sliced.....	.2050	.2067
Tompkinsville.....	Breakfast, smoked, piece.....	.1658	.1475
	Breakfast, smoked, sliced.....	.1858	.1600
NORTH CAROLINA.			
Durham.....	Breakfast, sliced.....	.1642	.1667
Winston-Salem.....	Breakfast, best, boneless, piece.....	.1667	.1667

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

POEK, SALT, BACON, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
OHIO.			
Cincinnati.....	Breakfast, sliced.....	\$0.2000	\$0.1783
	Choice.....	.1583	.1550
	Choice, piece.....	.1633	.1567
	Dove, piece.....	.1633	.1583
Cleveland.....	Breakfast, Armour's Star, sliced.....	.2375	.2375
	Breakfast, piece.....	.1350	.1350
	Breakfast, piece.....	.1467	.1446
	Sugar-cured, best, piece.....	.1733	.2000
	Sugar-cured, piece.....	.1742	.1742
Columbus.....	Rib, smoked, piece.....	.1475	.1367
OREGON.			
Portland.....	Sliced.....	.1800	.1800
	Sliced.....	.1500	.1500
	Sliced.....	.1800	.1800
PENNSYLVANIA.			
Allegheny.....	A No. 1, sliced.....	.1842	.1967
	Sliced.....	.1500	.1575
Allentown.....	Breakfast, sliced.....	.1550	.1400
Altoona.....	Smoked, piece.....	.1583	.1533
Bethlehem.....	Breakfast, choice, sliced.....	.1533	.1600
Chester.....	Sliced.....	.1717	.1600
	Smoked.....	.1750	.1600
Harrisburg.....	Sliced.....	.1775	.1758
Philadelphia.....	Breakfast, sliced.....	.1967	.1600
	Breakfast, sliced.....	.1550	.1417
	Sliced.....	.1283	.1417
	Sliced.....	.1500	.1500
Pittsburg.....	Sliced.....	.2133	.2000
	Sliced.....	.1917	.1983
Scranton.....	Breakfast, best, piece.....	.1550	.1650
	Smoked, sliced.....	.2000	.2250
Wilkesbarre.....	Breakfast, sliced.....	.1717	.1700
Williamsport.....	Breakfast, sliced.....	.1800	.1800
RHODE ISLAND.			
Natick.....	Smoked.....	.1800	.1600
Providence.....	Sliced.....	.2000	.2133
	Sliced.....	.1817	.1683
SOUTH CAROLINA.			
Charleston.....	Sliced.....	.1775	.1600
SOUTH DAKOTA.			
Sioux Falls.....	Sliced.....	.2083	.2167
	Sliced.....	.1867	.1950
	Sliced.....	.2083	.2142
TENNESSEE.			
Memphis.....	Breakfast.....	.2225	.2133
	Breakfast.....	.1629	.1692
Nashville.....	Breakfast, piece.....	.1575	.1675
	Good, sliced.....	.1500	.1354
	Sugar-cured.....	.1392	.1392
TEXAS.			
Dallas.....	Breakfast, piece.....	.2200	.2088
	Gold Band, or Premium, sliced.....	.2500	.2500
	Premium, sliced.....	.2500	.2500
Houston.....	Breakfast, piece.....	.2217	.2175
San Antonio.....	Capital City, sliced.....	.2500	.2500
	Gold Band, sliced.....	.2250	.2250
	Gold Band, sliced.....	.2000	.2000
UTAH.			
Salt Lake City.....	Sliced.....	.2500	.2500
	Sliced.....	.1500	.1500
	Sliced.....	.2000	.2000
VIRGINIA.			
Petersburg.....	Virginia breakfast, smoked, sliced.....	.1761	.1500
	Virginia sides, sliced.....	.1383	.1383
Richmond.....	Boneless, sliced.....	.1500	.1500
	Boneless, sliced.....	.1500	.1500
	Breakfast, piece.....	.1667	.1396
	Sliced.....	.1250	.1250
	Sliced.....	.1250	.1250

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, SALT, BACON, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
WASHINGTON.			
Seattle.....	Sliced.....	\$0.1700	\$0.1700
	Sliced.....	.1900	.1900
	Sliced.....	.2300	.2150
	Sliced.....	.2000	.2000
Tacoma.....	Breakfast, sliced.....	.2000	.1771
WISCONSIN.			
Milwaukee.....	Choice, boneless, piece.....	.1758	.1650
	Rib in, piece.....	.1733	.1617
	Select, piece.....	.1567	.1550
Racine.....	Breakfast, piece.....	.1658	.1250

PORK, SALT, DRY OR PICKLED, PER POUND.

ALABAMA.			
Birmingham.....	Dry.....	\$0.1250	\$0.1113
	Dry, clear.....	.1313	.1250
ARKANSAS.			
Little Rock.....	Dry.....	.1417	.1375
	Dry.....	.1000	.1000
CALIFORNIA.			
Los Angeles.....	Dry.....	.1500	.1500
	Dry.....	.1250	.1250
San Francisco.....	Pickled.....	.1250	.1250
	Pickled.....	.1250	.1250
	Pickled.....	.1250	.1250
	Pickled.....	.1500	.1500
COLORADO.			
Denver.....	Dry.....	.1250	.1250
	Dry.....	.1200	.1200
	Dry.....	.1121	.1138
CONNECTICUT.			
Bridgeport.....	Belly.....	.1325	.1267
Middletown.....	Clear.....	.1317	.1317
New Haven.....	Dry.....	.1200	.1200
	Dry, belly.....	.1325	.1233
Stamford.....	Belly.....	.1475	.1442
DELAWARE.			
Wilmington.....	Dry.....	.1250	.1250
DISTRICT OF COLUMBIA.			
Washington.....	Dry.....	.1000	.1000
	Dry.....	.1000	.1000
	Pickled.....	.1500	.1500
	Pickled.....	.1400	.1250
	Pickled.....	.1475	.1233
FLORIDA.			
Jacksonville.....	Dry.....	.1146	.0975
	Dry.....	.1200	.1200
	Dry.....	.1000	.1000
GEORGIA.			
Atlanta.....	Dry.....	.1000	.1000
	Dry, belly.....	.1000	.1000
ILLINOIS.			
Chicago.....	Clear.....	.1200	.1133
	Clear.....	.1200	.1008
	Clear.....	.1350	.1150
	Clear.....	.1250	.1250
	Clear.....	.1300	.1275
	Clear.....	.1288	.1229
	Belly.....	.1154	.1083
	Belly.....	.1283	.1258
East St. Louis.....	Dry.....	.1083	.1258
Peoria.....	Dry.....	.1408	.1500
Quincy.....	Pickled.....	.1500	.1250
Springfield.....	Mess.....	.1500	.1250
INDIANA.			
Indianapolis.....	Dry.....	.1000	.1000
	Pickled.....	.1250	.1250

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, SALT, DRY OR PICKLED, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
IOWA.			
Des Moines.....	Pickled.....	\$0. 1083	\$0. 1083
	Pickled.....	.0900	.0600
Dubuque.....	Pickled.....	.1133	.1133
	Pickled.....	.1229	.1146
KANSAS.			
Topeka.....	Dry.....	.0917	.0931
	Dry.....	.1083	.1104
KENTUCKY.			
Louisville.....	Dry, belly.....	.1338	.1333
LOUISIANA.			
New Orleans.....	Dry.....	.1000	.1167
	Sweet pickled.....	.1083	.1096
MAINE.			
Portland.....	Clear.....	.1258	.1000
	Dry or pickled.....	.1083	.1133
MARYLAND.			
Baltimore.....	Shoulder.....	.1000	.0983
Sparrow Point.....	Dry.....	.1400	.1400
MASSACHUSETTS.			
Boston.....	Clear.....	.1050	.1042
	Dry.....	.1200	.1200
	Dry.....	.1000	.1183
Brockton.....	Clear.....	.1300	.1133
Cambridge.....	Clear.....	.1200	.1200
Fall River.....	Clear.....	.1208	.1200
	Pickled.....	.0975	.0900
Hydepark.....	Clear.....	.1283	.1400
Lawrence.....	Clear.....	.1208	.1067
Lynn.....	Clear.....	.1317	.1058
Quincy.....	Clear.....	.1117	.1133
Salem.....	Clear.....	.1150	.1000
Somerville.....	Clear.....	.1117	.1000
Springfield.....	Mess, clear.....	.1467	.1517
Worcester.....	Clear.....	.1225	.1242
MICHIGAN.			
Bay City.....	Mess, medium.....	.1250	.1250
Detroit.....	Pickled.....	.1225	.1233
Grand Rapids.....	Mess.....	.1125	.1000
	Mess.....	.1125	.1000
Saginaw.....	Mess, medium.....	.1150	.1000
	Mess, medium.....	.1238	.1167
MINNESOTA.			
Duluth.....	Dry.....	.1000	.1000
	Dry, clear.....	.1292	.1200
Minneapolis.....	Pickled.....	.1000	.1200
St. Paul.....	Pickled, mess.....	.1317	.1258
MISSOURI.			
Kansas City.....	Dry.....	.0733	.0767
	Dry.....	.0783	.0842
St. Louis.....	Clear.....	.1192	.1213
	Clear.....	.1650	.1558
	Clear.....	.1425	.1408
MONTANA.			
Butte.....	Dry.....	.1250	.1250
	Dry.....	.1250	.1250
NEBRASKA.			
Omaha.....	Dry.....	.0875	.0903
	Dry.....	.0917	.0931
NEW HAMPSHIRE.			
Manchester.....	Dry.....	.1200	.1258
	Pickled.....	.1042	.1000
NEW JERSEY.			
Bayonne.....	Pickled, rib or sides.....	.1483	.1550
Jersey City.....	Pickled.....	.1258	.1150
	Pickled, belly.....	.1275	.1200
Trenton.....	Pickled, best.....	.1400	.1400
	Pickled, best.....	.1400	.1400

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

MUTTON AND LAMB, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
WISCONSIN.			
Milwaukee.....	Mutton, leg.....	\$0.1425	\$0.1400
Racine.....	Mutton, leg.....	.1683	.1683
	Mutton chops.....	.1417	.1500
	Mutton chops.....	.1433	.1450
	Mutton chops, loin.....	.1453	.1500
	Mutton chops, rib.....	.1500	.1500
	Mutton, leg.....	.1396	.1313
	Mutton, leg.....	.1500	.1500
	Mutton, leg.....	.1542	.1450

PORK, FRESH, PER POUND.

ALABAMA.			
Birmingham.....	Chops.....	\$0.1500	\$0.1500
	Chops.....	.1500	.1528
	Chops.....	.1604	.1625
Montgomery.....	Roast.....	.1438	.1354
ARKANSAS.			
Little Rock.....	Chops.....	.1500	.1500
	Chops.....	.1500	.1500
	Chops, home dressed.....	.1000	.1000
CALIFORNIA.			
Los Angeles.....	Chops.....	.1500	.1500
	Chops.....	.1500	.1500
	Loin chops.....	.1750	.1750
Oakland.....	Loin chops.....	.1550	.1500
Sacramento.....	Loin chops.....	.1458	.1500
San Francisco.....	Chops.....	.1250	.1250
	Loin chops.....	.1500	.1500
	Loin chops.....	.1396	.1500
	Loin or rib chops.....	.1800	.1800
	Loin roast.....	.1396	.1500
COLORADO.			
Denver.....	Chops.....	.1250	.1250
	Chops.....	.1375	.1438
	Chops.....	.1333	.1398
CONNECTICUT.			
Bridgeport.....	Loin chops or roast.....	.1433	.1200
Hartford.....	Chops.....	.1413	.1392
Middletown.....	Loin.....	.1433	.1550
	Shoulder.....	.0983	.1000
New Haven.....	Chops.....	.1358	.1200
	Chops.....	.1508	.1633
	Chops.....	.1442	.1375
New London.....	Loin roast.....	.1283	.1283
Stamford.....	Loin.....	.1483	.1492
Willimantic.....	Chops.....	.1467	.1367
DELAWARE.			
Wilmington.....	Chops.....	.1617	.1600
	Roast.....	.1396	.1317
DISTRICT OF COLUMBIA.			
Washington.....	Chops.....	.1500	.1500
	Chops.....	.1500	.1400
	Chops.....	.1525	.1433
FLORIDA.			
Jacksonville.....	Chops.....	.2000	.2000
	Chops.....	.1617	.1642
	Chops.....	.1800	.1933
	Chops, home dressed.....	.1500	.1500
	Chops, Western.....	.2000	.1950
GEORGIA.			
Atlanta.....	Chops.....	.1250	.1250
	Chops.....	.1458	.1521
	Chops.....	.1500	.1542
ILLINOIS.			
Chicago.....	Chops.....	.1008	.1025
	Chops.....	.1233	.1117

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, FRESH, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
ILLINOIS—concluded.			
Chicago.....	Chops.....	\$0.1217	\$0.1183
	Chops.....	.1183	.1192
	Chops.....	.1150	.0975
	Chops.....	.1204	.1138
East St. Louis.....	Chops.....	.1308	.1250
Peoria.....	Chops.....	.1463	.1258
	Chops.....	.1142	.1083
Quincy.....	Roast.....	.1292	.1104
Springfield.....	Chops.....	.1396	.1396
INDIANA.			
Evansville.....	Rib or loin chops ⁴	.1508	.1500
	Shoulder chops.....	.1263	.1250
Fort Wayne.....	Steak.....	.1300	.1296
Indianapolis.....	Chops.....	.1250	.1250
	Chops.....	.1333	.1354
	Chops.....	.1375	.1375
South Bend.....	Roast.....	.1375	.1313
Terre Haute.....	Ham, rib, or loin roast.....	.1313	.1250
	Loin chops.....	.1375	.1375
	Loin or ham roast.....	.1458	.1250
	Loin or ham roast.....	.1417	.1417
	Rib or loin chops.....	.1458	.1250
	Rib or loin chops.....	.1313	.1250
	Rib or shoulder chops.....	.1133	.1133
	Shoulder roast.....	.1000	.1000
IOWA.			
Des Moines.....	Chops.....	.1333	.1333
	Chops.....	.1063	.1063
	Chops.....	.0986	.0986
Dubuque.....	Chops.....	.1408	.1417
	Chops.....	.1208	.1208
KANSAS.			
Topeka.....	Chops.....	.1250	.1250
	Chops.....	.1250	.1150
	Chops.....	.1175	.1175
KENTUCKY.			
Covington.....	Loin roast.....	.1333	.1250
Louisville.....	Chops.....	.1375	.1292
	Steak or roast.....	.1338	.1271
LOUISIANA.			
New Orleans.....	Chops.....	.1958	.1583
	Chops.....	.2000	.1575
MAINE.			
Bangor.....	Steak.....	.1550	.1608
Biddeford.....	Ribs.....	.1367	.1442
	Shoulder.....	.1083	.1158
Lewiston.....	Steak.....	.1633	.1650
Portland.....	Chops.....	.1375	.1425
	Steak.....	.1500	.1458
MARYLAND.			
Baltimore.....	Chops.....	.1392	.1317
	Chops.....	.1375	.1321
	Chops.....	.1383	.1358
	Chops.....	.1250	.1083
	Chops.....	.1292	.1267
Mount Washington.....	Chops.....	.1483	.1467
Sparrow Point.....	Chops.....	.1425	.1425
MASSACHUSETTS.			
Boston.....	Chops.....	.1417	.1425
	Chops.....	.1392	.1433
	Chops.....	.1300	.1175
	Roast.....	.1300	.1175
Brockton.....	Roast.....	.1325	.1308
Cambridge.....	Roast.....	.1100	.1408
Chelsea.....	Loin roast.....	.1325	.1400
Fall River.....	Chops.....	.1417	.1258
	Roast.....	.1275	.1292
Hydepark.....	Roast.....	.1375	.1454
Lawrence.....	Roast.....	.1463	.1333
Lynn.....	Roast.....	.1458	.1392
Malden.....	Chops.....	.1517	.1600

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, FRESH, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MASSACHUSETTS—concluded.			
Malden	Loin roast	\$0.1458	\$0.1408
Quincy	Roast	.1283	.1283
Salem	Roast	.1300	.1226
Somerville	Roast	.1200	.1229
Springfield	Loin roast	.1483	.1500
Worcester	Chine roast	.1425	.1392
MICHIGAN.			
Bay City	Loin chops	.1250	.1250
Detroit	Chops	.1317	.1300
	Chops	.1233	.1250
Grand Rapids	Loin chops	.1275	.1342
	Shoulder steak	.1100	.1000
	Steak	.1000	.1000
Saginaw	Loin chops	.1283	.1283
	Loin chops	.1260	.1300
Wyandotte	Chops	.1350	.1238
MINNESOTA.			
Duluth	Chops	.1208	.1250
	Loin chops	.1400	.1279
Minneapolis	Chops	.1354	.1146
	Chops	.1163	.1250
	Loin	.1246	.1067
St. Paul	Loin	.1342	.1246
MISSOURI.			
Kansas City	Chops	.1333	.1313
	Chops	.1333	.1271
St. Louis	Chops	.1250	.1280
	Chops	.1375	.1354
	Chops	.1350	.1300
	Rib roast	.1400	.1417
	Roast	.1300	.1221
MONTANA.			
Butte	Chops	.1202	.1250
	Chops	.1292	.1250
NEBRASKA.			
Omaha	Chops	.1063	.1146
	Chops	.1083	.1146
	Chops	.1042	.1125
NEW HAMPSHIRE.			
Concord	Loin chops or roast	.1492	.1550
Dover	Loin chops or roast	.1233	.1117
Manchester	Chops	.1458	.1329
	Loin chops or roast	.1400	.1417
NEW JERSEY.			
Bayonne	Chops	.1367	.1471
Bridgeton	Loin roast	.1542	.1338
Camden	Pork, fresh	.1467	.1458
Elizabeth	Chops	.1608	.1492
	Roast	.1542	.1458
Jersey City	Chops	.1425	.1317
	Chops	.1442	.1225
Newark	Loin	.1417	.1225
Trenton	Chops	.1200	.1333
	Chops	.1200	.1275
	Chops	.1350	.1200
NEW YORK.			
Albany	Chops	.1267	.1467
Brooklyn	Chops	.1400	.1467
	Chops	.1467	.1400
	Loin roast	.1325	.1300
Buffalo	Chops	.1342	.1375
	Loin roast	.1425	.1250
	Loin roast	.1325	.1358
	Roast	.1425	.1108
Cohoes	Loin	.1350	.1350
Flushing	Loin roast	.1617	.1608
Jamaica	Loin roast	.1600	.1600
New York	Chops	.1867	.1733
	Loin roast	.1600	.1500
	Roast	.1800	.1800

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, FRESH, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
NEW YORK—concluded.			
New York.....	Roast.....	\$0.1867	\$0.1683
	Shoulder roast.....	.1142	.1200
	Shoulder roast, Western.....	.1250	.1250
Poughkeepsie.....	Steak.....	.1533	.1717
Rochester.....	Steak.....	.0967	.0917
Syracuse.....	Loin chops, best.....	.1500	.1400
	Loin roast, best.....	.1400	.1375
Tompkinsville.....	Ham.....	.1458	.1392
	Loin.....	.1458	.1383
	Shoulder.....	.1083	.1008
	Spareribs.....	.0933	.0800
Troy.....	Chops.....	.1600	.1442
NORTH CAROLINA.			
Durham.....	Rib roast.....	.1500	.1500
Winston-Salem.....	Ham.....	.1500	.1500
	Shoulder.....	.1500	.1250
OHIO.			
Cincinnati.....	Chops.....	.1325	.1267
	Rib roast.....	.1396	.1354
	Rib roast.....	.1333	.1271
Cleveland.....	Chops or roast.....	.1283	.1190
	Loin.....	.1400	.1358
	Loin chops or roast.....	.1313	.1229
Columbus.....	Chops, roast, or steak.....	.1250	.1375
Hamilton.....	Roast.....	.1204	.1100
Springfield.....	Roast.....	.1333	.1313
Toledo.....	Loin roast.....	.1133	.1146
Youngstown.....	Shoulder.....	.1329	.0983
OREGON.			
Portland.....	Chops.....	.1250	.1250
	Chops.....	.1250	.1250
	Chops.....	.1250	.1250
PENNSYLVANIA.			
Allegheny.....	Chops.....	.1600	.1513
	Roast.....	.1458	.1383
Allentown.....	Chops.....	.1500	.1467
Altoona.....	Roast.....	.1483	.1542
Bethlehem.....	Chops.....	.1483	.1425
Chester.....	Chops.....	.1508	.1367
	Loin roast.....	.1492	.1350
Harrisburg.....	Loin.....	.1525	.1442
Lancaster.....	Chops.....	.1367	.1333
	Roast.....	.1367	.1350
	Sides.....	.1375	.1267
Norristown.....	Chops.....	.1371	.1329
Philadelphia.....	Chops.....	.1592	.1525
	Chops.....	.1633	.1608
	Chops.....	.1500	.1233
	Loin roast.....	.1567	.1425
	Loin roast.....	.1492	.1517
	Loin roast.....	.1442	.1433
	Shoulder.....	.1167	.1150
	Shoulder.....	.1117	.1100
Pittsburg.....	Chops.....	.1583	.1421
	Chops.....	.1600	.1517
Scranton.....	Chops.....	.1575	.1600
	Chops.....	.1550	.1413
Wilkesbarre.....	Chops.....	.1454	.1313
	Loin roast.....	.1542	.1313
Williamsport.....	Chops.....	.1467	.1400
	Ham or shoulder, roast.....	.1250	.1250
	Ham, steak.....	.1467	.1600
	Loin roast.....	.1467	.1250
RHODE ISLAND.			
Natick.....	Loin.....	.1542	.1417
	Shoulder.....	.1283	.1300
Providence.....	Chops.....	.1250	.1400
	Steak.....	.1525	.1533
SOUTH CAROLINA.			
Charleston.....	Loin.....	.1375	.1250
	Loin chops.....	.1500	.1500
	Loin chops, home dressed.....	.1250	.1250
	Loin chops, Western.....	.1500	.1500

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, FRESH, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
SOUTH DAKOTA.			
Sioux Falls.....	Chops.....	\$0.1250	\$0.1250
	Chops.....	.1250	.1250
	Chops.....	.1250	.1250
TENNESSEE.			
Chattanooga.....	Chops.....	.1438	.1417
	Ham steak.....	.1417	.1417
Memphis.....	Chops.....	.1792	.1667
	Chops.....	.1500	.1500
	Chops or roast.....	.1550	.1542
Nashville.....	Ham steak.....	.1250	.1250
	Ham steak.....	.0996	.0996
TEXAS.			
Dallas.....	Chops.....	.1500	.1500
	Chops.....	.1500	.1500
	Chops.....	.1500	.1500
San Antonio.....	Chops.....	.1500	.1333
	Chops.....	.1500	.1333
	Chops.....	.1500	.1500
UTAH.			
Salt Lake City.....	Chops.....	.1292	.1563
	Chops.....	.1250	.1250
	Chops.....	.1500	.1500
VIRGINIA.			
Norfolk.....	Loin.....	.1229	.1250
Petersburg.....	Loin or rib steak.....	.1438	.1250
Richmond.....	Chops, choice.....	.1500	.1500
	Chops, choice.....	.1500	.1500
	Chops, medium.....	.1250	.1250
	Chops, medium.....	.1250	.1250
WASHINGTON.			
Seattle.....	Chops.....	.1125	.1125
	Chops.....	.1250	.1250
	Chops.....	.1250	.1250
Tacoma.....	Chops.....	.1250	.1250
WEST VIRGINIA.			
Wheeling.....	Chops.....	.1333	.1296
WISCONSIN.			
Milwaukee.....	Chops.....	.1083	.1117
	Chops.....	.1358	.1325
	Chops.....	.1167	.1121
Oshkosh.....	Chops.....	.1188	.1250
Racine.....	Chops or roast.....	.1417	.1375
	Chops or roast.....	.1417	.1229
	Chops or roast.....	.1433	.1213

PORK, SALT, BACON, PER POUND.

ALABAMA.			
Birmingham.....	Piece.....	\$0.1413	\$0.1250
	Sliced.....	.2500	.2500
	Sliced.....	.2000	.2000
Montgomery.....	Breakfast.....	.1813	.2000
ARKANSAS.			
Little Rock.....	Sunlight, sliced.....	.1500	.1500
	Supreme, sliced.....	.2500	.2500
	Supreme, sliced.....	.2500	.2500
CALIFORNIA.			
Los Angeles.....	Sliced.....	.2000	.2000
	Sliced.....	.2500	.2500
	Sliced.....	.1800	.1800
	Sliced.....	.2167	.2500
Oakland.....	Sliced.....	.2000	.2000
Sacramento.....	Sliced.....	.2000	.2000
San Francisco.....	Sliced.....	.2000	.2000
	Sliced.....	.2500	.2500
	Sliced.....	.2000	.2000
	Sliced.....	.2000	.2000
	Sliced.....	.1517	.1833

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, SALT, BACON, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
COLORADO.			
Denver.....	Sliced.....	\$0.2500	\$0.2500
	Medium.....	.1725	.1500
Leadville.....	Breakfast.....	.1767	.1513
CONNECTICUT.			
Middletown.....	Smoked.....	.1733	.1600
New Haven.....	Piece.....	.1650	.1650
	Piece.....	.1733	.1717
	Piece.....	.1800	.1800
	Sliced.....	.2000	.2000
New London.....	Breakfast.....	.2000	.1933
Stamford.....	Breakfast, best, piece.....	.2017	.1883
DELAWARE.			
Wilmington.....	Sliced.....	.1800	.1800
DISTRICT OF COLUMBIA.			
Washington.....	Breakfast, sliced.....	.2000	.2000
	Sliced.....	.1608	.1675
	Sliced.....	.1733	.1800
FLORIDA.			
Jacksonville.....	Piece.....	.1146	.0975
	Sliced.....	.2500	.2500
	Sliced.....	.2000	.1967
	Sliced.....	.2000	.2000
	Sliced.....	.2000	.2000
GEORGIA.			
Atlanta.....	Breakfast.....	.1708	.2067
	Piece.....	.1158	.0992
	Piece, ribs removed.....	.1117	.1100
	Sliced.....	.1250	.1250
ILLINOIS.			
Chicago.....	Bacon.....	.1633	.1450
	Bacon.....	.1800	.1783
	Medium.....	.1800	.1717
	Medium.....	.1592	.1575
	Second grade.....	.1297	.1100
	Second grade.....	.1683	.1700
Peoria.....	Sliced.....	.1458	.1442
	Sliced.....	.1783	.1692
	Sliced.....	.1500	.1500
INDIANA.			
Indianapolis.....	Breakfast, sugar-cured.....	.1992	.2025
	Breakfast, sugar-cured.....	.2183	.2167
	Sliced.....	.2075	.2250
Terre Haute.....	Breakfast, piece.....	.1917	.1808
IOWA.			
Des Moines.....	Sliced.....	.1800	.1800
	Sliced.....	.1313	.1313
	Sliced.....	.1500	.1500
Dubuque.....	Sliced.....	.1708	.1708
	Sliced.....	.1896	.1646
KANSAS.			
Topeka.....	Sliced.....	.1742	.1933
	Sliced.....	.1792	.1917
	Sliced.....	.1767	.1950
KENTUCKY.			
Covington.....	Breakfast, piece.....	.1500	.1500
Louisville.....	Breakfast, smoked, piece.....	.1750	.1750
	Smoked, piece.....	.1342	.1225
LOUISIANA.			
New Orleans.....	English, sugar-cured, piece.....	.2200	.2200
	Sliced.....	.2000	.2000
	Sugar-cured, piece.....	.1867	.1867
MAINE.			
Portland.....	Sliced.....	.1892	.1967
	Sliced.....	.1700	.1800
MARYLAND.			
Baltimore.....	Bacon.....	.1533	.1483
	Cured, rib in.....	.1592	.1500
	Smoked and cured.....	.1317	.1292

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, SALT, BACON, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MASSACHUSETTS.			
Boston.....	Breakfast.....	\$0.1692	\$0.1550
	Breakfast.....	.1958	.1883
	Sliced.....	.1983	.1700
Fall River.....	Sliced.....	.1700	.1533
	Sliced.....	.1658	.1767
MICHIGAN.			
Bay City.....	Ribs, sliced.....	.1767	.1750
Detroit.....	Breakfast.....	.1375	.1500
	Breakfast.....	.1458	.1550
Grand Rapids.....	Breakfast, sliced.....	.1492	.1600
	Breakfast, sliced.....	.1500	.1600
	Breakfast, sliced.....	.1500	.1600
Saginaw.....	Rib, sliced.....	.1583	.1600
	Ribs, piece.....	.1238	.1300
Wyandotte.....	Breakfast.....	.1650	.1517
MINNESOTA.			
Duluth.....	Medium, sliced.....	.1800	.1800
	Sliced.....	.2000	.2000
	Sliced, No. 2.....	.1575	.1500
Minneapolis.....	Bacon.....	.1533	.1304
	Sliced.....	.1800	.2000
St. Paul.....	Swift's.....	.1600	.1650
MISSOURI.			
Kansas City.....	Breakfast, sliced.....	.2125	.2083
	Sliced.....	.2167	.2188
St. Louis.....	Bacon.....	.1642	.1600
	Bacon.....	.1617	.1592
	Bacon.....	.1850	.1867
	Bacon.....	.1717	.1750
MONTANA.			
Butte.....	Sliced.....	.1800	.1867
	Sliced.....	.1800	.1867
NEBRASKA.			
Omaha.....	Sliced.....	.2000	.2000
	Sliced.....	.1500	.1500
	Sliced.....	.1817	.1900
NEW HAMPSHIRE.			
Concord.....	Breakfast, best, piece.....	.1400	.1433
Dover.....	Breakfast, piece.....	.1583	.1500
Manchester.....	Breakfast, piece.....	.2000	.1817
	Sliced.....	.1967	.1725
NEW JERSEY.			
Bridgeton.....	Breakfast, sliced.....	.1867	.1883
Elizabeth.....	Breakfast.....	.1617	.1617
Jersey City.....	Sliced.....	.2000	.1617
	Smoked, sliced.....	.1558	.1450
Trenton.....	Breakfast, best, piece.....	.2200	.2000
	Sliced.....	.1600	.1683
	Sliced.....	.1600	.1600
NEW YORK.			
Albany.....	Sliced.....	.1400	.1600
Brooklyn.....	Sliced.....	.2083	.2000
	Sliced.....	.2200	.2000
Buffalo.....	Best, sliced.....	.2000	.2000
	Sliced.....	.1400	.1400
	Sliced.....	.1400	.1400
	Sliced.....	.1550	.1533
	Smoked.....	.1492	.1467
College Point.....	Boneless.....	.1733	.1600
Flushing.....	Boneless.....	.1850	.1917
New York.....	Breakfast, smoked.....	.1800	.1800
	Rib.....	.2000	.1633
	Rib in.....	.1875	.2000
	Rib in.....	.1600	.1525
	Sugar-cured.....	.2100	.2100
	Smoked.....	.1583	.1417
Rochester.....	Breakfast, sliced.....	.2050	.2067
Stapleton.....	Breakfast, smoked, piece.....	.1658	.1475
Tompkinsville.....	Breakfast, smoked, sliced.....	.1858	.1600
NORTH CAROLINA.			
Durham.....	Breakfast, sliced.....	.1642	.1667
Winston-Salem.....	Breakfast, best, boneless, piece.....	.1667	.1667

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, SALT, BACON, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
OHIO.			
Cincinnati.....	Breakfast, sliced.....	\$0.2000	\$0.1783
	Choice.....	.1583	.1550
	Choice, piece.....	.1633	.1567
	Dove, piece.....	.1633	.1583
Cleveland.....	Breakfast, Armour's Star, sliced.....	.2375	.2375
	Breakfast, piece.....	.1350	.1350
	Breakfast, piece.....	.1467	.1446
	Sugar-cured, best, piece.....	.1733	.2000
	Sugar-cured, piece.....	.1742	.1742
Columbus.....	Rib, smoked, piece.....	.1475	.1367
OREGON.			
Portland.....	Sliced.....	.1800	.1800
	Sliced.....	.1500	.1500
	Sliced.....	.1800	.1800
PENNSYLVANIA.			
Allegheny.....	A No. 1, sliced.....	.1842	.1967
	Sliced.....	.1500	.1575
Allentown.....	Breakfast, sliced.....	.1550	.1400
Altoona.....	Smoked, piece.....	.1583	.1533
Bethlehem.....	Breakfast, choice, sliced.....	.1533	.1600
Chester.....	Sliced.....	.1717	.1800
	Smoked.....	.1750	.1600
Harrisburg.....	Sliced.....	.1775	.1758
Philadelphia.....	Breakfast, sliced.....	.1967	.1600
	Breakfast, sliced.....	.1550	.1417
	Sliced.....	.1283	.1417
	Sliced.....	.1500	.1500
Pittsburg.....	Sliced.....	.2133	.2000
	Sliced.....	.1917	.1983
Scranton.....	Breakfast, best, piece.....	.1550	.1650
	Smoked, sliced.....	.2000	.2250
Wilkesbarre.....	Breakfast, sliced.....	.1717	.1700
Williamsport.....	Breakfast, sliced.....	.1800	.1800
RHODE ISLAND.			
Natick.....	Smoked.....	.1800	.1600
Providence.....	Sliced.....	.2000	.2133
	Sliced.....	.1817	.1683
SOUTH CAROLINA.			
Charleston.....	Sliced.....	.1775	.1600
SOUTH DAKOTA.			
Sioux Falls.....	Sliced.....	.2083	.2167
	Sliced.....	.1867	.1950
	Sliced.....	.2083	.2142
TENNESSEE.			
Memphis.....	Breakfast.....	.2225	.2133
	Breakfast.....	.1629	.1692
Nashville.....	Breakfast, piece.....	.1575	.1675
	Good, sliced.....	.1500	.1354
	Sugar-cured.....	.1392	.1392
TEXAS.			
Dallas.....	Breakfast, piece.....	.2200	.2088
	Gold Band, or Premium, sliced.....	.2500	.2500
	Premium, sliced.....	.2500	.2500
Houston.....	Breakfast, piece.....	.2217	.2175
San Antonio.....	Capital City, sliced.....	.2500	.2500
	Gold Band, sliced.....	.2250	.2250
	Gold Band, sliced.....	.2000	.2000
UTAH.			
Salt Lake City.....	Sliced.....	.2500	.2500
	Sliced.....	.1500	.1500
	Sliced.....	.2000	.2000
VIRGINIA.			
Petersburg.....	Virginia breakfast, smoked, sliced.....	.1761	.1500
	Virginia sides, sliced.....	.1383	.1383
Richmond.....	Boneless, sliced.....	.1500	.1500
	Boneless, sliced.....	.1500	.1500
	Breakfast, piece.....	.1667	.1396
	Sliced.....	.1250	.1250
	Sliced.....	.1250	.1250

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, SALT, BACON, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
WASHINGTON.			
Seattle.....	Sliced.....	\$0.1700	\$0.1700
	Sliced.....	.1900	.1900
	Sliced.....	.2300	.2150
	Sliced.....	.2000	.2000
Tacoma.....	Breakfast, sliced.....	.2000	.1771
WISCONSIN.			
Milwaukee.....	Choice, boneless, piece.....	.1758	.1650
	Rib in, piece.....	.1733	.1617
	Select, piece.....	.1567	.1550
Racine.....	Breakfast, piece.....	.1658	.1250

PORK, SALT, DRY OR PICKLED, PER POUND.

ALABAMA.			
Birmingham.....	Dry.....	\$0.1250	\$0.1113
	Dry, clear.....	.1313	.1250
ARKANSAS.			
Little Rock.....	Dry.....	.1417	.1375
	Dry.....	.1000	.1000
CALIFORNIA.			
Los Angeles.....	Dry.....	.1500	.1500
	Dry.....	.1250	.1250
San Francisco.....	Pickled.....	.1250	.1250
	Pickled.....	.1250	.1250
	Pickled.....	.1250	.1250
	Pickled.....	.1500	.1500
COLORADO.			
Denver.....	Dry.....	.1250	.1250
	Dry.....	.1200	.1200
	Dry.....	.1121	.1138
CONNECTICUT.			
Bridgeport.....	Belly.....	.1325	.1267
Middletown.....	Clear.....	.1317	.1317
New Haven.....	Dry.....	.1200	.1200
	Dry, belly.....	.1325	.1233
Stamford.....	Belly.....	.1475	.1442
DELAWARE.			
Wilmington.....	Dry.....	.1250	.1250
DISTRICT OF COLUMBIA.			
Washington.....	Dry.....	.1000	.1000
	Dry.....	.1000	.1000
	Pickled.....	.1500	.1500
	Pickled.....	.1400	.1250
	Pickled.....	.1475	.1233
FLORIDA.			
Jacksonville.....	Dry.....	.1146	.0975
	Dry.....	.1200	.1200
	Dry.....	.1000	.1000
GEORGIA.			
Atlanta.....	Dry.....	.1000	.1000
	Dry, belly.....	.1000	.1000
ILLINOIS.			
Chicago.....	Clear.....	.1200	.1133
	Clear.....	.1200	.1008
	Clear.....	.1350	.1150
	Clear.....	.1250	.1250
	Clear.....	.1300	.1275
	Clear.....	.1288	.1229
East St. Louis.....	Belly.....	.1154	.1083
Peoria.....	Dry.....	.1283	.1258
	Dry.....	.1083	.1258
Quincy.....	Pickled.....	.1408	.1500
Springfield.....	Mess.....	.1500	.1250
INDIANA.			
Indianapolis.....	Dry.....	.1000	.1000
	Pickled.....	.1250	.1250

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, SALT, DRY OR PICKLED, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
IOWA.			
Des Moines.....	Pickled.....	\$0.1083	\$0.1083
	Pickled.....	.0600	.0600
Dubuque.....	Pickled.....	.1133	.1133
	Pickled.....	.1229	.1146
KANSAS.			
Topeka.....	Dry.....	.0917	.0931
	Dry.....	.1083	.1104
KENTUCKY.			
Louisville.....	Dry, belly.....	.1338	.1333
LOUISIANA.			
New Orleans.....	Dry.....	.1000	.1167
	Sweet pickled.....	.1083	.1096
MAINE.			
Portland.....	Clear.....	.1258	.1000
	Dry or pickled.....	.1083	.1133
MARYLAND.			
Baltimore.....	Shoulder.....	.1000	.0983
Sparrow Point.....	Dry.....	.1400	.1400
MASSACHUSETTS.			
Boston.....	Clear.....	.1050	.1042
	Dry.....	.1200	.1200
	Dry.....	.1000	.1183
Brockton.....	Clear.....	.1300	.1133
Cambridge.....	Clear.....	.1200	.1200
Fall River.....	Clear.....	.1208	.1200
	Pickled.....	.0975	.0900
Hydepark.....	Clear.....	.1283	.1400
Lawrence.....	Clear.....	.1208	.1067
Lynn.....	Clear.....	.1317	.1058
Quincy.....	Clear.....	.1117	.1133
Salem.....	Clear.....	.1150	.1000
Somerville.....	Clear.....	.1117	.1000
Springfield.....	Mess, clear.....	.1467	.1517
Worcester.....	Clear.....	.1225	.1242
MICHIGAN.			
Bay City.....	Mess, medium.....	.1250	.1250
Detroit.....	Pickled.....	.1225	.1233
Grand Rapids.....	Mess.....	.1125	.1000
	Mess.....	.1125	.1000
Saginaw.....	Mess, medium.....	.1150	.1000
	Mess, medium.....	.1238	.1167
MINNESOTA.			
Duluth.....	Dry.....	.1000	.1000
	Dry, clear.....	.1292	.1200
Minneapolis.....	Pickled.....	.1000	.1200
St. Paul.....	Pickled, mess.....	.1317	.1258
MISSOURI.			
Kansas City.....	Dry.....	.0733	.0767
	Dry.....	.0783	.0842
St. Louis.....	Clear.....	.1192	.1213
	Clear.....	.1650	.1558
	Clear.....	.1425	.1408
MONTANA.			
Butte.....	Dry.....	.1250	.1250
	Dry.....	.1250	.1250
NEBRASKA.			
Omaha.....	Dry.....	.0875	.0903
	Dry.....	.0917	.0931
NEW HAMPSHIRE.			
Manchester.....	Dry.....	.1200	.1258
	Pickled.....	.1042	.1000
NEW JERSEY.			
Bayonne.....	Pickled, rib or sides.....	.1483	.1550
Jersey City.....	Pickled.....	.1258	.1150
	Pickled, belly.....	.1275	.1200
Trenton.....	Pickled, best.....	.1400	.1400
	Pickled, best.....	.1400	.1400

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, SALT, DRY OR PICKLED, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
NEW YORK.			
Albany.....	Mess.....	\$0.1400	\$0.1400
Brooklyn.....	Pickled.....	.1600	.1600
Buffalo.....	Dry or pickled.....	.1417	.1233
Cohoes.....	Mess.....	.1350	.1300
New York.....	Clear.....	.1400	.1400
	Clear, prime.....	.1333	.1271
	Dry or pickled.....	.1583	.1492
	Prime.....	.1700	.1700
Rochester.....	Mess.....	.1358	.1300
Tompkinsville.....	Dry or pickled.....	.1333	.1150
Troy.....	Dry or pickled.....	.1500	.1400
NORTH CAROLINA.			
Durham.....	Dry, clear.....	.1121	.1000
Winston-Salem.....	Dry, clear, piece.....	.1313	.1250
	Dry, rib, piece.....	.1342	.1290
OHIO.			
Cincinnati.....	Dry.....	.1333	.1250
	Pickled.....	.1458	.1438
	Pickled.....	.1800	.1525
Cleveland.....	Clear.....	.1450	.1342
	Mess.....	.1400	.1350
Toledo.....	Sides.....	.1000	.1100
Youngstown.....	Sides.....	.1338	.1138
OREGON.			
Portland.....	Pickled.....	.1250	.1250
	Pickled.....	.1250	.1250
PENNSYLVANIA.			
Chester.....	Sides.....	.1350	.1267
Philadelphia.....	Pickled, belly.....	.1300	.1300
	Pickled, belly.....	.1500	.1500
Pittsburg.....	Dry.....	.1500	.1417
	Dry.....	.1000	.1467
Scranton.....	Pickled.....	.1000	.1600
	Pickled, middlings.....	.1363	.1325
RHODE ISLAND.			
Natick.....	Clear, light.....	.1467	.1333
Providence.....	Dry.....	.1200	.1250
	Dry.....	.1158	.1083
SOUTH CAROLINA.			
Charleston.....	Dry.....	.1250	.1263
	Dry, sliced.....	.1450	.1200
	Dry, sliced.....	.1400	.1308
	Dry, sliced.....	.1250	.1250
	Pickled, clear.....	.1413	.1500
	Pickled, mess.....	.1500	.1388
SOUTH DAKOTA.			
Sioux Falls.....	Dry.....	.1000	.1000
	Dry.....	.1104	.1146
TENNESSEE.			
Memphis.....	Dry.....	.1121	.1125
	Dry, rib.....	.1150	.0958
Nashville.....	Dry, butts.....	.0713	.0713
	Dry, sides.....	.0818	.0865
TEXAS.			
Dallas.....	Dry.....	.1250	.1250
	Dry.....	.1250	.1250
San Antonio.....	Dry.....	.1250	.1250
	Pickled.....	.1250	.1250
UTAH.			
Salt Lake City.....	Dry.....	.1500	.1500
	Dry.....	.1500	.1500
	Dry.....	.1250	.1250
VIRGINIA.			
Norfolk.....	Dry, clear.....	.1083	.1050
Richmond.....	Dry, rib.....	.1242	.1108
	Pickled, choice.....	.1250	.1250
	Pickled, choice.....	.1250	.1250
	Pickled, medium.....	.1000	.1000
	Pickled, medium.....	.1000	.1000

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, SALT, DRY OR PICKLED, PER POUND—Concluded.

State and locality	Description.	Average price.	
		1903.	1904.
WASHINGTON.			
Seattle.....	Dry.....	\$0. 1100	\$0. 1100
	Pickled.....	. 1250	. 1250
	Pickled.....	. 1250	. 1250
WISCONSIN.			
Milwaukee.....	Dry.....	. 1250	. 1250
	Dry, belly.....	. 1383	. 1313

PORK, SALT, HAM, PER POUND.

UNITED STATES.			
ALABAMA.			
Birmingham	Sliced	\$0.2500	\$0.2500
	Sliced	.2125	.2167
	Sugar-cured, sliced	.2000	.2000
Montgomery	Armour's Western, sliced	.2050	.2000
	Sugar-cured, whole	.1633	.1500
ARKANSAS.			
Little Rock	Gold Band, sliced	.1800	.1800
	Sliced	.2000	.2000
	Sliced	.2000	.2000
CALIFORNIA.			
Los Angeles	Sliced	.2000	.2000
	Sliced	.2500	.2500
	Sliced	.2500	.2500
Oakland	Sliced	.2500	.2500
	Sliced	.2500	.2500
Sacramento	Sliced	.2000	.2000
San Francisco	Sliced	.2500	.2500
	Sliced	.2500	.2500
	Sliced	.2500	.2500
	Sliced	.2500	.2500
	Sugar-cured, whole	.1613	.1425
	Whole	.1650	.1583
COLORADO.			
Denver	Sliced	.2500	.2500
	Sugar-cured, medium	.1350	.1400
Leadville	Sugar-cured	.1500	.1392
CONNECTICUT.			
Bridgeport	Sugar-cured, whole	.1433	.1342
Middletown	Sugar-cured	.1675	.1600
	Sugar-cured, whole, 10 to 15 pounds	.1600	.1567
New Haven	Sliced	.2467	.2367
	Sliced	.2500	.2500
	Whole	.1467	.1442
	Whole	.1600	.1417
New London	Sliced	.2200	.2100
	Whole	.1475	.1425
Stamford	Sugar-cured, best, whole	.1708	.1608
Torrington	Sugar-cured, best, whole	.1583	.1550
Willimantic	Sliced	.2550	.2508
	Whole	.1508	.1458
DELAWARE.			
Wilmington	Sliced	.2500	.2500
	Smoked	.1533	.1400
DISTRICT OF COLUMBIA.			
Washington	Sliced	.2000	.2000
	Smoked, whole	.1700	.1600
	Sugar-cured, sliced	.2000	.2000
	Sugar-cured, whole	.1800	.1800
	Whole	.1500	.1600
FLORIDA.			
Jacksonville	Sliced	.2500	.2500
	Sliced	.2142	.2050
	Sliced	.2000	.2000
	Sliced	.2500	.2208
	Sugar-cured, smoked, whole	.1742	.1658
GEORGIA.			
Atlanta	Sliced	.2000	.2000
	Sliced	.2000	.2000
	Sugar-cured	.1433	.1500
Columbus	Country, best, whole	.1500	.1500

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, SALT, HAM, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
ILLINOIS.			
Chicago.....	Smoked.....	\$0.1362	\$0.1342
	Smoked, sliced.....	.2000	.2000
	Smoked, sliced.....	.1892	.1833
	Smoked, sliced.....	.1800	.1633
	Smoked, sliced.....	.2200	.2200
	Smoked, whole.....	.1250	.1250
	Smoked, whole.....	.1238	.1100
	Smoked, whole.....	.1400	.1252
	Smoked, whole.....	.1617	.1325
	Smoked, whole.....	.1471	.1400
Peoria.....	Sliced.....	.1708	.1604
	Sliced.....	.1758	.1650
	Sliced.....	.1742	.1750
INDIANA.			
Evansville.....	Sugar-cured, whole.....	.1458	.1558
Fort Wayne.....	Smoked, country, sliced.....	.2000	.1900
Indianapolis.....	Sliced.....	.2000	.2000
	Sugar-cured, sliced.....	.2117	.2108
	Sugar-cured, sliced.....	.2500	.2500
South Bend.....	Armour's Star, sliced.....	.2200	.2200
Terre Haute.....	Sugar-cured, whole.....	.1558	.1475
IOWA.			
Des Moines.....	Sliced.....	.1800	.1800
	Sliced.....	.2000	.2000
	Sliced.....	.1917	.1917
Dubuque.....	Sliced.....	.2000	.2000
	Sliced, medium.....	.1646	.1646
	Sugar-cured, best, whole.....	.1696	.1529
KANSAS.			
Topeka.....	Sliced.....	.1917	.1950
	Sliced.....	.1900	.1900
	Sliced.....	.2000	.2000
KENTUCKY.			
Covington.....	Country, best, whole.....	.1500	.1500
Louisville.....	Sliced.....	.2000	.2000
	Sliced.....	.1854	.1854
LOUISIANA.			
New Orleans.....	Dove or Swift's Premium.....	.1700	.1625
	Sliced.....	.1917	.1817
	Sugar-cured.....	.1800	.2125
MAINE.			
Bangor.....	Smoked.....	.1867	.1950
Biddeford.....	Smoked.....	.1483	.1617
Lewiston.....	Sliced.....	.1917	.2000
	Smoked.....	.1525	.1575
Portland.....	Sliced.....	.1900	.2000
MARYLAND.			
Baltimore.....	Cured, sliced.....	.1833	.1867
	Ham.....	.1683	.1400
	Smoked, cured, whole.....	.1417	.1408
	Sugar-cured, whole.....	.1633	.1500
	Whole.....	.1600	.1483
	Whole.....	.1525	.1300
Mount Washington.....	Whole.....	.1500	.1422
Sparrow Point.....	Sliced.....	.2117	.2067
MASSACHUSETTS.			
Boston.....	Common.....	.1450	.1333
	Common, whole.....	.1158	.1125
	Sliced.....	.2000	.2000
	Smithfield.....	.2500	.2800
Fall River.....	Sliced.....	.2283	.2033
	Sliced.....	.2508	.2350
MICHIGAN.			
Bay City.....	Smoked, sliced.....	.1767	.1750
Detroit.....	Whole.....	.1458	.1500
	Whole.....	.1467	.1375
Saginaw.....	Smoked, sliced.....	.1750	.1667
	Smoked, sliced.....	.1800	.1667
Wyandotte.....	Sliced.....	.1667	.1608

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, SALT, HAM, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MINNESOTA.			
Duluth.....	Sliced.....	\$0.2000	\$0.2000
	Sliced.....	.2000	.2000
	Sugar-cured, best, whole.....	.1558	.1492
Minneapolis.....	Best, sliced.....	.1800	.1800
	Sugar-cured, sliced.....	.1800	.2000
	Whole.....	.1300	.1238
St. Paul.....	Smoked.....	.1417	.1267
MISSOURI.			
Kansas City.....	Armour's, best, sliced.....	.2483	.2450
	Sliced.....	.2400	.2400
St. Louis.....	Smoked.....	.1458	.1567
	Smoked.....	.1883	.1850
	Smoked.....	.1733	.1775
MONTANA.			
Butte.....	Sliced.....	.1500	.1533
	Sliced.....	.1500	.1533
NEBRASKA.			
Omaha.....	Sliced.....	.2000	.2000
	Sliced.....	.1800	.1950
	Sliced.....	.2075	.2017
NEW HAMPSHIRE.			
Concord.....	Sugar-cured, best, whole.....	.1450	.1442
Dover.....	Sugar-cured, whole.....	.1400	.1500
Manchester.....	Sliced.....	.2117	.2133
	Sugar-cured, best, whole.....	.1400	.1300
NEW JERSEY.			
Bayonne.....	Sugar-cured.....	.1500	.1417
Bridgeton.....	Sugar-cured, best, whole.....	.1467	.1508
Camden.....	Sugar-cured, best.....	.1433	.1433
Elizabeth.....	Sugar-cured, best.....	.1517	.1458
Jersey City.....	Sliced.....	.2000	.2150
	Sliced.....	.1800	.1633
Newark.....	Armour's, best, loose.....	.1600	.1550
Trenton.....	Sliced.....	.2500	.2500
	Sugar-cured, best, whole.....	.1400	.1250
NEW YORK.			
Albany.....	Sliced.....	.2000	.2200
Brooklyn.....	Sugar-cured, best, sliced.....	.2500	.2200
Buffalo.....	Armour's, best, sliced.....	.2000	.2000
	Sliced.....	.1800	.1800
	Sliced.....	.1800	.1800
	Sliced.....	.2200	.2200
	Smoked, medium.....	.1375	.1329
College Point.....	Smoked.....	.1600	.1525
Flushing.....	Smoked.....	.1867	.1917
Jamaica.....	Smoked.....	.1525	.1400
Mariner Harbor.....	Sugar-cured, whole.....	.1633	.1700
New York.....	Smoked.....	.1733	.1600
	Smoked, Swift's Premium.....	.2000	.2000
	Smoked, Western.....	.1467	.1458
	Sugar-cured, whole.....	.1575	.1542
	Sugar-cured, whole.....	.1767	.1725
Rochester.....	Smoked.....	.1450	.1363
	Sugar-cured.....	.1533	.1363
Stapleton.....	Sugar-cured, sliced.....	.1967	.1917
Syracuse.....	Sugar-cured, Swift's, best, whole.....	.1600	.1583
Tompkinsville.....	Sugar-cured, sliced.....	.2200	.1900
	Sugar-cured, whole.....	.1542	.1392
NORTH CAROLINA.			
Durham.....	Sugar-cured, whole.....	.1750	.1688
Winston-Salem.....	Fine, whole.....	.1675	.1675
	Western, whole.....	.1517	.1500
OHIO.			
Cincinnati.....	Sliced.....	.1833	.1700
	Smoked, whole.....	.1625	.1575
	Whole.....	.1633	.1542
Cleveland.....	Sugar-cured, Armour's Star, best.....	.1800	.1700
	Sugar-cured, whole.....	.1425	.1392
	Sugar-cured, whole.....	.1517	.1500
	Whole.....	.1450	.1271
Columbus.....	Sugar-cured, whole.....	.1500	.1500

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, SALT, HAM, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
OREGON.			
Portland.....	Sliced.....	\$0.2000	\$0.2000
	Sliced.....	.2000	.2000
	Sliced.....	.2000	.2000
PENNSYLVANIA.			
Allegheny.....	Sugar-cured.....	.1467	.1267
	Sugar-cured, sliced.....	.1933	.1967
Allentown.....	Whole.....	.1500	.1392
Altoona.....	Smoked, whole.....	.1542	.1508
Chester.....	Smoked.....	.1425	.1438
	Smoked.....	.1533	.1450
Harrisburg.....	Sugar-cured, sliced.....	.2000	.2000
	Sugar-cured, whole.....	.1504	.1475
Lancaster.....	Sugar-cured, whole.....	.1558	.1575
Norristown.....	Sugar-cured.....	.1325	.1417
Philadelphia.....	Smoked.....	.1500	.1433
	Smoked.....	.1683	.1833
	Smoked, small, whole.....	.1683	.1508
	Smoked, whole.....	.1483	.1575
	Smoked, whole.....	.1583	.1433
Pittsburg.....	Sliced.....	.2000	.1933
	Sliced.....	.2000	.1908
Reading.....	Smoked, sliced.....	.2133	.2000
Scranton.....	Sliced.....	.2425	.2325
	Smoked, sliced.....	.2500	.2500
Wilkesbarre.....	Smoked, sliced.....	.1967	.2000
Williamsport.....	Sugar-cured, sliced.....	.2050	.2000
	Sugar-cured, whole.....	.1517	.1483
RHODE ISLAND.			
Natick.....	Sugar-cured, whole.....	.1567	.1450
Providence.....	Best.....	.1542	.1500
	Sliced.....	.2500	.2500
SOUTH CAROLINA.			
Charleston.....	Sliced.....	.1625	.1333
	Sugar-cured, whole.....	.1550	.1608
	Whole.....	.1550	.1400
SOUTH DAKOTA.			
Sioux Falls.....	Sliced.....	.2192	.2150
	Sliced.....	.1950	.1983
	Sliced.....	.2192	.2183
TENNESSEE.			
Memphis.....	Sugar-cured.....	.1575	.1517
	Sugar-cured.....	.1542	.1454
Nashville.....	Good, sliced.....	.2000	.2000
	Sugar-cured, whole.....	.1349	.1398
TEXAS.			
Dallas.....	Sliced.....	.2000	.2000
	Sliced.....	.2000	.2000
	Sugar-cured, whole.....	.1500	.1292
Houston.....	Sugar-cured, whole.....	.1600	.1600
San Antonio.....	Gold Band, sliced.....	.2000	.2000
	Sliced.....	.2000	.2000
	Sliced.....	.2000	.2000
UTAH.			
Salt Lake City.....	Sliced.....	.2500	.2500
	Sliced.....	.2000	.2000
	Sliced.....	.2000	.2000
VIRGINIA.			
Norfolk.....	Sugar-cured, whole.....	.1556	.1611
	Virginia, country, choice, whole.....	.2033	.1667
Richmond.....	Choice, sliced.....	.1500	.1500
	Choice, sliced.....	.1500	.1500
	Medium, sliced.....	.1250	.1250
	Medium, sliced.....	.1250	.1250
	Sugar-cured, best, whole.....	.1700	.1625
WASHINGTON.			
Seattle.....	Sliced.....	.1700	.1700
	Sliced.....	.2000	.2000
	Sliced.....	.2158	.2000
	Sliced.....	.2000	.2000
Tacoma.....	Sugar-cured, whole.....	.1700	.1517
WEST VIRGINIA.			
Wheeling.....	Smoked, whole.....	.1483	.1354

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, SALT, HAM, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
WISCONSIN.			
Milwaukee.....	Armour's Star, whole.....	\$0.1700	\$0.1550
	Layton's, smoked, whole.....	.1617	.1442
	Smoked, medium, whole.....	.1475	.1325
	Smoked, select, whole.....	.1475	.1429
Racine.....	Sugar-cured, whole.....	.1500	.1458

POTATOES, IRISH, PER PECK.

ALABAMA.			
Birmingham.....	Potatoes, Irish.....	\$0.2875	\$0.2917
	Potatoes, Irish.....	.3625	.3458
Montgomery.....	Potatoes, Irish.....	.2750	.2792
	Potatoes, Irish.....	.2500	.2400
ARKANSAS.			
Little Rock.....	Potatoes, Irish.....	.2500	.3167
	Potatoes, Irish.....	.2583	.3125
	Potatoes, Irish.....	.2708	.3042
CALIFORNIA.			
Los Angeles.....	Potatoes, Irish, sold by the 100 pounds..	.2563	.3433
	Potatoes, Irish, sold by the 100 pounds..	.2531	.2406
	Potatoes, Irish, sold by the 100 pounds..	.2531	.2469
Oakland.....	Potatoes, Irish, sold by the 100 pounds..	.2669	.3000
Sacramento.....	Potatoes, Irish, sold by the 100 pounds..	.1706	.1775
San Francisco.....	Potatoes, Irish, sold by the 100 pounds..	.3094	.2625
	Potatoes, Irish, sold by the 100 pounds..	.3063	.3813
	Potatoes, Irish, sold by the 100 pounds..	.2175	.2625
	Potatoes, Irish, sold by the 100 pounds..	.3094	.2625
COLORADO.			
Denver.....	Potatoes, Irish, sold by the 100 pounds..	.2325	.1900
Leadville.....	Potatoes, Irish, sold by the 100 pounds..	.2250	.2044
CONNECTICUT.			
Bridgeport.....	Potatoes, Irish.....	.2992	.2550
Hartford.....	Potatoes, Irish.....	.2792	.3250
Middletown.....	Potatoes, Irish.....	.2833	.2958
New Haven.....	Potatoes, Irish.....	.2542	.3250
	Potatoes, Irish.....	.2317	.2975
New London.....	Potatoes, Irish.....	.2583	.2992
Stamford.....	Potatoes, Irish.....	.3417	.3417
Torrington.....	Potatoes, Irish.....	.2750	.2733
Willimantic.....	Potatoes, Irish.....	.2317	.3025
DELAWARE.			
Wilmington.....	Potatoes, Irish.....	.3292	.3458
	Potatoes, Irish.....	.3250	.3125
DISTRICT OF COLUMBIA.			
Washington.....	Potatoes, Irish.....	.2458	.2708
	Potatoes, Irish.....	.3000	.3333
	Potatoes, Irish.....	.3250	.3000
FLORIDA.			
Jacksonville.....	Potatoes, Irish.....	.3125	.3125
	Potatoes, Irish.....	.3208	.3000
	Potatoes, Irish.....	.3750	.3958
GEORGIA.			
Atlanta.....	Potatoes, Irish.....	.3000	.2583
	Potatoes, Irish.....	.2125	.1958
	Potatoes, Irish.....	.2542	.2283
ILLINOIS.			
Chicago.....	Potatoes, Irish.....	.1867	.2008
	Potatoes, Irish.....	.1950	.1925
	Potatoes, Irish.....	.2025	.1817
	Potatoes, Irish.....	.2025	.1800
	Potatoes, Irish.....	.1950	.1708
	Potatoes, Irish.....	.1925	.1804
East St. Louis.....	Potatoes, Irish.....	.2417	.1688
Peoria.....	Potatoes, Irish.....	.2083	.2773
	Potatoes, Irish.....	.2125	.2000
	Potatoes, Irish.....	.2167	.2292

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, SALT, HAM, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
OREGON.			
Portland.....	Sliced.....	\$0.2000	\$0.2000
	Sliced.....	.2000	.2000
	Sliced.....	.2000	.2000
PENNSYLVANIA.			
Allegheny.....	Sugar-cured.....	.1467	.1267
	Sugar-cured, sliced.....	.1933	.1967
Allentown.....	Whole.....	.1500	.1392
Altoona.....	Smoked, whole.....	.1542	.1508
Chester.....	Smoked.....	.1425	.1438
	Smoked.....	.1533	.1450
Harrisburg.....	Sugar-cured, sliced.....	.2000	.2000
	Sugar-cured, whole.....	.1504	.1475
Lancaster.....	Sugar-cured, whole.....	.1558	.1575
Norristown.....	Sugar-cured.....	.1525	.1417
Philadelphia.....	Smoked.....	.1500	.1433
	Smoked.....	.1683	.1833
	Smoked, small, whole.....	.1683	.1508
	Smoked, whole.....	.1483	.1575
	Smoked, whole.....	.1583	.1433
Pittsburg.....	Sliced.....	.2000	.1933
	Sliced.....	.2000	.1908
Reading.....	Smoked, sliced.....	.2133	.2000
Scranton.....	Sliced.....	.2425	.2325
	Smoked, sliced.....	.2500	.2500
Wilkesbarre.....	Smoked, sliced.....	.1967	.2000
Williamsport.....	Sugar-cured, sliced.....	.2050	.2000
	Sugar-cured, whole.....	.1517	.1483
RHODE ISLAND.			
Natick.....	Sugar-cured, whole.....	.1567	.1450
Providence.....	Best.....	.1542	.1500
	Sliced.....	.2500	.2500
SOUTH CAROLINA.			
Charleston.....	Sliced.....	.1625	.1333
	Sugar-cured, whole.....	.1350	.1608
	Whole.....	.1550	.1400
SOUTH DAKOTA.			
Sioux Falls.....	Sliced.....	.2192	.2150
	Sliced.....	.1950	.1983
	Sliced.....	.2192	.2183
TENNESSEE.			
Memphis.....	Sugar-cured.....	.1575	.1517
	Sugar-cured.....	.1542	.1454
Nashville.....	Good, sliced.....	.2000	.2000
	Sugar-cured, whole.....	.1349	.1398
TEXAS.			
Dallas.....	Sliced.....	.2000	.2000
	Sliced.....	.2000	.2000
	Sugar-cured, whole.....	.1500	.1292
Houston.....	Sugar-cured, whole.....	.1600	.1600
San Antonio.....	Gold Band, sliced.....	.2000	.2000
	Sliced.....	.2000	.2000
	Sliced.....	.2000	.2000
UTAH.			
Salt Lake City.....	Sliced.....	.2500	.2500
	Sliced.....	.2000	.2000
	Sliced.....	.2000	.2000
VIRGINIA.			
Norfolk.....	Sugar-cured, whole.....	.1556	.1611
	Virginia, country, choice, whole.....	.2033	.1667
Richmond.....	Choice, sliced.....	.1500	.1500
	Choice, sliced.....	.1500	.1500
	Medium, sliced.....	.1250	.1250
	Medium, sliced.....	.1250	.1250
	Sugar-cured, best, whole.....	.1700	.1625
WASHINGTON.			
Seattle.....	Sliced.....	.1700	.1700
	Sliced.....	.2000	.2000
	Sliced.....	.2058	.2000
	Sliced.....	.2000	.2000
Tacoma.....	Sugar-cured, whole.....	.1700	.1517
WEST VIRGINIA.			
Wheeling.....	Smoked, whole.....	.1483	.1354

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PORK, SALT, HAM, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
WISCONSIN.			
Milwaukee.....	Armour's Star, whole.....	\$0.1700	\$0.1550
	Layton's, smoked, whole.....	.1617	.1442
	Smoked, medium, whole.....	.1475	.1325
	Smoked, select, whole.....	.1475	.1429
Racine.....	Sugar-cured, whole.....	.1500	.1458

POTATOES, IRISH, PER PECK.

ALABAMA.			
Birmingham.....	Potatoes, Irish.....	\$0.2875	\$0.2917
	Potatoes, Irish.....	.3625	.3458
Montgomery.....	Potatoes, Irish.....	.2750	.2792
	Potatoes, Irish.....	.2500	.2400
ARKANSAS.			
Little Rock.....	Potatoes, Irish.....	.2500	.3167
	Potatoes, Irish.....	.2583	.3125
	Potatoes, Irish.....	.2708	.3042
CALIFORNIA.			
Los Angeles.....	Potatoes, Irish, sold by the 100 pounds..	.2563	.3433
	Potatoes, Irish, sold by the 100 pounds..	.2531	.2406
	Potatoes, Irish, sold by the 100 pounds..	.2531	.2469
Oakland.....	Potatoes, Irish, sold by the 100 pounds..	.2669	.3000
Sacramento.....	Potatoes, Irish, sold by the 100 pounds..	.1706	.1775
San Francisco.....	Potatoes, Irish, sold by the 100 pounds..	.3094	.2625
	Potatoes, Irish, sold by the 100 pounds..	.3063	.3813
	Potatoes, Irish, sold by the 100 pounds..	.2175	.2625
	Potatoes, Irish, sold by the 100 pounds..	.3094	.2625
COLORADO.			
Denver.....	Potatoes, Irish, sold by the 100 pounds..	.2325	.1900
Leadville.....	Potatoes, Irish, sold by the 100 pounds..	.2250	.2044
CONNECTICUT.			
Bridgeport.....	Potatoes, Irish.....	.2992	.2550
Hartford.....	Potatoes, Irish.....	.2792	.3250
Middletown.....	Potatoes, Irish.....	.2833	.2958
New Haven.....	Potatoes, Irish.....	.2542	.3250
	Potatoes, Irish.....	.2317	.2975
New London.....	Potatoes, Irish.....	.2583	.2992
Stamford.....	Potatoes, Irish.....	.3417	.3417
Torrington.....	Potatoes, Irish.....	.2750	.2733
Willimantic.....	Potatoes, Irish.....	.2317	.3025
DELAWARE.			
Wilmington.....	Potatoes, Irish.....	.3292	.3458
	Potatoes, Irish.....	.3250	.3125
DISTRICT OF COLUMBIA.			
Washington.....	Potatoes, Irish.....	.2458	.2708
	Potatoes, Irish.....	.3000	.3333
	Potatoes, Irish.....	.3250	.3000
FLORIDA.			
Jacksonville.....	Potatoes, Irish.....	.3125	.3125
	Potatoes, Irish.....	.3208	.3000
	Potatoes, Irish.....	.3750	.3958
GEORGIA.			
Atlanta.....	Potatoes, Irish.....	.3000	.2583
	Potatoes, Irish.....	.2125	.1958
	Potatoes, Irish.....	.2542	.2283
ILLINOIS.			
Chicago.....	Potatoes, Irish.....	.1867	.2008
	Potatoes, Irish.....	.1950	.1925
	Potatoes, Irish.....	.2025	.1817
	Potatoes, Irish.....	.2025	.1800
	Potatoes, Irish.....	.1950	.1708
	Potatoes, Irish.....	.1925	.1804
East St. Louis.....	Potatoes, Irish.....	.2417	.1688
Peoria.....	Potatoes, Irish.....	.2083	.2773
	Potatoes, Irish.....	.2125	.2000
	Potatoes, Irish.....	.2167	.2292

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

POTATOES, IRISH, PER PECK—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
ILLINOIS—concluded.			
Quincy.....	Potatoes, Irish.....	\$0.2000	\$0.2150
Rock Island.....	Potatoes, Irish.....	.1792	.2042
Springfield.....	Potatoes, Irish.....	.2542	.2708
INDIANA.			
Evansville.....	Potatoes, Irish.....	.1833	.2750
Indianapolis.....	Potatoes, Irish.....	.2317	.2250
	Potatoes, Irish.....	.2875	.2667
	Potatoes, Irish.....	.2667	.2500
Terre Haute.....	Potatoes, Irish.....	.2208	.2708
IOWA.			
Des Moines.....	Potatoes, Irish.....	.1875	.1458
	Potatoes, Irish.....	.1625	.1625
	Potatoes, Irish.....	.1250	.1250
Dubuque.....	Potatoes, Irish.....	.1583	.2208
	Potatoes, Irish.....	.2250	.2250
KANSAS.			
Topeka.....	Potatoes, Irish.....	.2483	.1842
	Potatoes, Irish.....	.2192	.1800
	Potatoes, Irish.....	.2542	.2000
KENTUCKY.			
Covington.....	Potatoes, Irish.....	.2125	.2083
Louisville.....	Potatoes, Irish.....	.2875	.2500
	Potatoes, Irish.....	.2042	.2375
LOUISIANA.			
New Orleans.....	Potatoes, Irish.....	.2583	.2500
	Potatoes, Irish.....	.2875	.3750
	Potatoes, Irish.....	.3750	.4167
MAINE.			
Bangor.....	Potatoes, Irish.....	.1725	.1942
Biddeford.....	Potatoes, Irish.....	.2625	.2575
Lewiston.....	Potatoes, Irish.....	.2683	.2917
Portland.....	Potatoes, Irish.....	.2383	.2483
	Potatoes, Irish.....	.2600	.2650
MARYLAND.			
Baltimore.....	Potatoes, Irish.....	.2642	.2850
	Potatoes, Irish.....	.2675	.2425
	Potatoes, Irish.....	.2500	.2500
	Potatoes, Irish.....	.2500	.2550
	Potatoes, Irish.....	.2508	.2892
Mount Washington.....	Potatoes, Irish.....	.2717	.2625
Sparrow Point.....	Potatoes, Irish.....	.2242	.2892
MASSACHUSETTS.			
Boston.....	Potatoes, Irish.....	.2917	.2625
	Potatoes, Irish.....	.2917	.2717
	Potatoes, Irish.....	.2583	.2333
Brockton.....	Potatoes, Irish.....	.3283	.3417
Cambridge.....	Potatoes, Irish.....	.2958	.3250
Chelsea.....	Potatoes, Irish.....	.2500	.3458
Fall River.....	Potatoes, Irish.....	.3108	.3250
	Potatoes, Irish.....	.2592	.2692
	Potatoes, Irish.....	.3008	.3058
Holyoke.....	Potatoes, Irish.....	.2508	.2708
Hydepark.....	Potatoes, Irish.....	.3042	.2833
Lawrence.....	Potatoes, Irish.....	.2450	.2333
Lynn.....	Potatoes, Irish.....	.2858	.2900
Malden.....	Potatoes, Irish.....	.2583	.3000
Quincy.....	Potatoes, Irish.....	.3458	.3375
Salem.....	Potatoes, Irish.....	.2808	.2750
Somerville.....	Potatoes, Irish.....	.2875	.2625
Springfield.....	Potatoes, Irish.....	.2825	.3000
Worcester.....	Potatoes, Irish.....	.2750	.2875
	Potatoes, Irish.....	.2625	.2875
MICHIGAN.			
Bay City.....	Potatoes, Irish.....	.2367	.2442
Detroit.....	Potatoes, Irish.....	.1767	.2217
	Potatoes, Irish.....	.2083	.2458
Grand Rapids.....	Potatoes, Irish.....	.1950	.2342
	Potatoes, Irish.....	.1950	.2317
	Potatoes, Irish.....	.2083	.2283

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

POTATOES, IRISH, PER PECK—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MICHIGAN—concluded.			
Saginaw.....	Potatoes, Irish.....	\$0. 2175	\$0. 2433
	Potatoes, Irish.....	. 1792	. 2525
Wyandotte.....	Potatoes, Irish.....	. 2317	. 2467
MINNESOTA.			
Duluth.....	Potatoes, Irish.....	. 2383	. 2283
	Potatoes, Irish.....	. 1600	. 1667
Minneapolis.....	Potatoes, Irish.....	. 1708	. 1792
	Potatoes, Irish.....	. 1692	. 2117
St. Paul.....	Potatoes, Irish.....	. 2417	. 2133
	Potatoes, Irish.....	. 1421	. 2367
	Potatoes, Irish.....	. 1975	. 2454
MISSOURI.			
Kansas City.....	Potatoes, Irish.....	. 2550	. 1692
	Potatoes, Irish.....	. 2367	. 1688
St. Louis.....	Potatoes, Irish.....	. 2408	. 2217
	Potatoes, Irish.....	. 2250	. 2150
	Potatoes, Irish.....	. 2333	. 2242
	Potatoes, Irish.....	. 2325	. 2208
MONTANA.			
Butte.....	Potatoes, Irish.....	. 1583	. 2333
	Potatoes, Irish.....	. 1625	. 2417
NEBRASKA.			
Omaha.....	Potatoes, Irish.....	. 3167	. 1917
	Potatoes, Irish.....	. 3183	. 2167
	Potatoes, Irish.....	. 3208	. 2125
NEW HAMPSHIRE.			
Concord.....	Potatoes, Irish.....	. 2408	. 2125
Manchester.....	Potatoes, Irish.....	. 2783	. 2442
	Potatoes, Irish.....	. 2808	. 2633
NEW JERSEY.			
Bayonne.....	Potatoes, Irish.....	. 3333	. 3708
Camden.....	Potatoes, Irish.....	. 2292	. 2075
Elizabeth.....	Potatoes, Irish.....	. 3042	. 2783
Jersey City.....	Potatoes, Irish.....	. 3458	. 3583
	Potatoes, Irish.....	. 3275	. 3467
New Brunswick.....	Potatoes, Irish.....	. 2475	. 2850
Trenton.....	Potatoes, Irish.....	. 3083	. 3550
	Potatoes, Irish.....	. 2700	. 2790
	Potatoes, Irish.....	. 2667	. 3642
NEW YORK.			
Albany.....	Potatoes, Irish.....	. 3150	. 3250
Brooklyn.....	Potatoes, Irish.....	. 3325	. 3333
Buffalo.....	Potatoes, Irish.....	. 2383	. 2267
	Potatoes, Irish.....	. 2142	. 2183
	Potatoes, Irish.....	. 2108	. 2067
	Potatoes, Irish.....	. 2008	. 2108
Cohoes.....	Potatoes, Irish.....	. 2600	. 3233
College Point.....	Potatoes, Irish.....	. 3800	. 4000
Flushing.....	Potatoes, Irish.....	. 3433	. 3958
Jamaica.....	Potatoes, Irish.....	. 2550	. 3308
Mariner Harbor.....	Potatoes, Irish.....	. 3683	. 3833
Newburgh.....	Potatoes, Irish.....	. 2742	. 3117
New York.....	Potatoes, Irish.....	. 3417	. 3500
	Potatoes, Irish, sold by the quart.....	. 5933	. 5800
	Potatoes, Irish.....	. 2308	. 2150
	Potatoes, Irish.....	. 3275	. 3400
	Potatoes, Irish.....	. 3083	. 3067
	Potatoes, Irish, sold by the quart.....	. 6533	. 5600
Rochester.....	Potatoes, Irish.....	. 1892	. 2442
	Potatoes, Irish.....	. 1875	. 2325
	Potatoes, Irish.....	. 2350	. 2567
Stapleton.....	Potatoes, Irish.....	. 3958	. 3667
Syracuse.....	Potatoes, Irish.....	. 2367	. 2742
Troy.....	Potatoes, Irish.....	. 2600	. 2842
	Potatoes, Irish.....	. 2875	. 2833
Utica.....	Potatoes, Irish.....	. 2292	. 2167
West New Brighton.....	Potatoes, Irish.....	. 3500	. 3500
NORTH CAROLINA.			
Durham.....	Potatoes, Irish.....	. 2625	. 2625
Winston-Salem.....	Potatoes, Irish.....	. 2500	. 2542

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

POTATOES, IRISH, PER PECK—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
OHIO.			
Canton.....	Potatoes, Irish.....	\$0.1708	\$0.2292
Cincinnati.....	Potatoes, Irish.....	.2625	.2333
	Potatoes, Irish.....	.2083	.2083
	Potatoes, Irish.....	.2292	.3042
Cleveland.....	Potatoes, Irish.....	.2775	.2858
	Potatoes, Irish.....	.2417	.2975
	Potatoes, Irish.....	.2567	.2683
	Potatoes, Irish.....	.2021	.2700
Hamilton.....	Potatoes, Irish.....	.2042	.2250
Springfield.....	Potatoes, Irish.....	.2308	.2917
Toledo.....	Potatoes, Irish.....	.1717	.1375
Youngstown.....	Potatoes, Irish.....	.2458	.2875
OREGON.			
Portland.....	Potatoes, Irish.....	.2125	.2333
	Potatoes, Irish.....	.2042	.2458
	Potatoes, Irish.....	.2125	.2333
PENNSYLVANIA.			
Allegheny.....	Potatoes, Irish.....	.2500	.2108
	Potatoes, Irish.....	.2142	.2292
Allentown.....	Potatoes, Irish.....	.1983	.2292
	Potatoes, Irish.....	.1900	.2725
Altoona.....	Potatoes, Irish.....	.2108	.2000
Bethlehem.....	Potatoes, Irish.....	.2000	.2367
Chester.....	Potatoes, Irish.....	.2633	.2308
	Potatoes, Irish.....	.2325	.2650
Harrisburg.....	Potatoes, Irish, sold by the $\frac{1}{4}$ peck.....	.2750	.2633
Lancaster.....	Potatoes, Irish.....	.2533	.2917
Norristown.....	Potatoes, Irish.....	.1600	.2183
Philadelphia.....	Potatoes, Irish.....	.3142	.3317
	Potatoes, Irish, sold by the $\frac{1}{4}$ peck.....	.3200	.4067
	Potatoes, Irish, sold by the $\frac{1}{4}$ peck.....	.2967	.3467
	Potatoes, Irish, sold by the $\frac{1}{4}$ peck.....	.2950	.3033
	Potatoes, Irish, sold by the $\frac{1}{4}$ peck.....	.3800	.3800
	Potatoes, Irish, sold by the $\frac{1}{4}$ peck.....	.3067	.4067
	Potatoes, Irish, sold by the $\frac{1}{4}$ peck.....	.2833	.3167
Pittsburg.....	Potatoes, Irish.....	.2250	.2250
	Potatoes, Irish.....	.2583	.2267
Reading.....	Potatoes, Irish.....	.2550	.2500
Scranton.....	Potatoes, Irish.....	.2317	.2717
	Potatoes, Irish.....	.2417	.2958
Wilkesbarre.....	Potatoes, Irish.....	.2167	.2608
	Potatoes, Irish.....	.2208	.2733
Williamsport.....	Potatoes, Irish.....	.1992	.2250
RHODE ISLAND.			
East Greenwich.....	Potatoes, Irish.....	.2733	.2967
Providence.....	Potatoes, Irish.....	.2725	.3042
	Potatoes, Irish.....	.2833	.2792
	Potatoes, Irish.....	.3217	.3000
SOUTH CAROLINA.			
Charleston.....	Potatoes, Irish.....	.3625	.3875
	Potatoes, Irish.....	.3542	.3125
	Potatoes, Irish.....	.3292	.3500
SOUTH DAKOTA.			
Sioux Falls.....	Potatoes, Irish.....	.2675	.1750
	Potatoes, Irish.....	.3083	.1875
	Potatoes, Irish.....	.2517	.1726
TENNESSEE.			
Memphis.....	Potatoes, Irish.....	.2500	.2083
	Potatoes, Irish.....	.2250	.3000
Nashville.....	Potatoes, Irish.....	.2917	.3042
	Potatoes, Irish.....	.2583	.2742
TEXAS.			
Dallas.....	Potatoes, Irish.....	.3000	.3083
	Potatoes, Irish.....	.2625	.2750
	Potatoes, Irish.....	.3042	.2279
Houston.....	Potatoes, Irish.....	.2500	.2500
San Antonio.....	Potatoes, Irish.....	.3000	.3458
	Potatoes, Irish.....	.3000	.3333
	Potatoes, Irish.....	.2958	.2958
UTAH.			
Salt Lake City.....	Potatoes, Irish.....	.2167	.3292
	Potatoes, Irish.....	.2167	.3583

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

POTATOES, IRISH, PER PECK—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
VIRGINIA.			
Norfolk.....	Potatoes, Irish.....	\$0.2417	\$0.2542
Richmond.....	Potatoes, Irish.....	.2967	.2875
	Potatoes, Irish.....	.2417	.3167
	Potatoes, Irish.....	.2583	.3167
WASHINGTON.			
Seattle.....	Potatoes, Irish.....	.1583	.2083
	Potatoes, Irish.....	.1583	.2083
	Potatoes, Irish.....	.1542	.2000
WEST VIRGINIA.			
Wheeling.....	Potatoes, Irish.....	.2033	.2542
WISCONSIN.			
Milwaukee.....	Potatoes, Irish.....	.2063	.2042
	Potatoes, Irish.....	.1750	.1667
	Potatoes, Irish.....	.1975	.1483
Racine.....	Potatoes, Irish.....	.2167	.2292
	Potatoes, Irish.....	.1833	.2292

PRUNES, PER POUND.

ALABAMA.			
Birmingham.....	California, best, 30s to 40s.....	\$0.1250	\$0.1250
	60s to 70s.....	.1000	.1000
Montgomery.....	California, 40s to 50s.....	.0750	.0750
ARKANSAS.			
Little Rock.....	60s to 70s.....	.1000	.1000
	60s to 70s.....	.0833	.0833
CALIFORNIA.			
Los Angeles.....	French, Northern, 60s to 70s.....	.0600	.0550
	60s to 70s.....	.0500	.0500
Sacramento.....	50s to 60s.....	.0525	.0600
San Francisco.....	60s to 70s.....	.0500	.0458
	60s to 70s.....	.0600	.0527
	70s to 80s.....	.0500	.0500
	70s to 80s.....	.0500	.0500
COLORADO.			
Denver.....	40s to 50s.....	.0833	.0833
	60s to 70s.....	.0625	.0625
CONNECTICUT.			
New Haven.....	60s to 70s.....	.1000	.1000
	60s to 70s.....	.0833	.0833
	60s to 70s.....	.0833	.0833
DELAWARE.			
Wilmington.....	60s to 70s.....	.1000	.0933
	60s to 70s.....	.0700	.0700
DISTRICT OF COLUMBIA.			
Washington.....	60s to 70s.....	.1000	.1000
	60s to 70s.....	.1000	.1000
	60s to 70s.....	.1000	.1000
FLORIDA.			
Jacksonville.....	60s to 70s.....	.1250	.1250
	60s to 70s.....	.1000	.1000
	60s to 70s.....	.1000	.1000
GEORGIA.			
Atlanta.....	60s to 70s.....	.1000	.1000
	60s to 70s.....	.0833	.0833
ILLINOIS.			
Chicago.....	California, 80s to 90s.....	.0750	.0667
	California, 80s to 90s.....	.0750	.0750
	California, 80s to 90s.....	.0750	.0750
Peoria.....	60s to 70s.....	.0800	.0775
	60s to 70s.....	.1000	.1000
INDIANA.			
Indianapolis.....	60s to 70s.....	.0833	.0833
	60s to 70s.....	.0833	.0833

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PRUNES, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
IOWA.			
Des Moines.....	60s to 70s.....	\$0.1000	\$0.1000
	60s to 70s.....	.1000	.1000
Dubuque.....	60s to 70s.....	.0883	.0931
	60s to 70s.....	.0800	.0800
KANSAS.			
Topeka.....	60s to 70s.....	.0642	.0642
	60s to 70s.....	.0744	.0811
KENTUCKY.			
Covington.....	Medium.....	.0800	.0800
Louisville.....	60s to 70s.....	.0833	.0796
LOUISIANA.			
New Orleans.....	60s to 70s.....	.0600	.0600
	60s to 70s.....	.0750	.0750
MAINE.			
Bangor.....	California, 50s to 60s.....	.1000	.1000
Biddeford.....	California, 70s to 80s.....	.0700	.0700
Lewiston.....	California, best, 30s.....	.1200	.1033
Portland.....	California, 50s to 60s.....	.1000	.1000
	California, 50s to 60s.....	.1000	.1167
MARYLAND.			
Baltimore.....	California, 50s to 60s.....	.1200	.1117
	California, 60s to 70s.....	.0933	.0800
	60s to 70s.....	.0700	.0700
MASSACHUSETTS.			
Boston.....	California, 40s to 50s.....	.1267	.1200
	California, 60s to 70s.....	.0833	.0800
Fall River.....	60s to 70s.....	.0800	.0800
	60s to 70s.....	.0700	.0700
MICHIGAN.			
Detroit.....	60s.....	.0800	.0800
MINNESOTA.			
Duluth.....	60s to 70s.....	.0800	.0700
	60s to 70s.....	.0800	.0767
Minneapolis.....	California, staple.....	.0750	.0700
St. Paul.....	California, staple.....	.0850	.0800
MISSOURI.			
Kansas City.....	60s to 70s.....	.0575	.0500
	60s to 70s.....	.0600	.0600
St. Louis.....	California, 80s to 90s.....	.0550	.0600
	California, 80s to 90s.....	.0533	.0600
	80s to 90s.....	.0658	.0658
MONTANA.			
Butte.....	60s to 70s.....	.0800	.0800
	60s to 70s.....	.0800	.0800
NEBRASKA.			
Omaha.....	60s to 70s.....	.0600	.0600
	60s to 70s.....	.1000	.1000
NEW HAMPSHIRE.			
Manchester.....	60s to 70s.....	.0963	.0813
	60s to 70s.....	.0975	.0875
NEW JERSEY.			
Jersey City.....	Santa Clara, 60s to 70s.....	.0700	.0700
	60s to 70s.....	.0800	.0800
Trenton.....	California, 60s to 70s.....	.0833	.0833
	60s to 70s.....	.1000	.1000
NEW YORK.			
Albany.....	40s to 50s.....	.1000	.1000
Brooklyn.....	California, 60s to 70s.....	.0800	.0800
Buffalo.....	Santa Clara, 60s to 70s.....	.1000	.1000
	60s to 70s.....	.0800	.0800
Flushing.....	California, choice, 50s to 60s.....	.1000	.1000
Jamaica.....	California, choice, 50s to 60s.....	.0900	.0900
New York.....	California, 45s to 55s.....	.1000	.1167
	California, 50s to 60s.....	.0700	.0783
	California, 50s to 60s.....	.0900	.0875
	California, choice, 50s to 60s.....	.1000	.1000
	California, good, 50s to 60s.....	.1000	.1000

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

PRUNES, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
OHIO.			
Cincinnati.....	California, choice.....	\$0.1133	\$0.1200
	California, choice.....	.1200	.1200
	60s to 70s.....	.1000	.1000
Cleveland.....	No. 2.....	.1000	.1000
	No. 2.....	.1300	.1300
OREGON.			
Portland.....	60s to 70s.....	.0500	.0500
	60s to 70s.....	.0400	.0400
PENNSYLVANIA.			
Philadelphia.....	60s to 70s.....	.0700	.0700
	60s to 70s.....	.0900	.0900
	60s to 70s.....	.0625	.0625
Pittsburg.....	60s to 70s.....	.1000	.1000
	60s to 70s.....	.1000	.1000
Scranton.....	60s to 70s.....	.1000	.1000
	60s to 70s.....	.0917	.0900
RHODE ISLAND.			
Providence.....	60s to 70s.....	.0933	.0733
	60s to 70s.....	.1000	.1000
SOUTH CAROLINA.			
Charleston.....	60s to 70s.....	.1000	.1000
	60s to 70s.....	.1000	.1000
SOUTH DAKOTA.			
Sioux Falls.....	60s to 70s.....	.0944	.0861
	60s to 70s.....	.0771	.0771
TENNESSEE.			
Memphis.....	40s to 50s.....	.0800	.1000
	60s to 70s.....	.1000	.1000
Nashville.....	60s to 70s.....	.0833	.0833
	70s to 80s.....	.0643	.0686
TEXAS.			
Dallas.....	60s to 70s.....	.1000	.1000
	60s to 70s.....	.1000	.1000
San Antonio.....	60s to 70s.....	.0833	.0833
	60s to 70s.....	.0833	.0833
UTAH.			
Salt Lake City.....	60s to 70s.....	.0700	.0700
	60s to 70s.....	.0833	.0833
VIRGINIA.			
Richmond.....	California, 50s to 60s.....	.0950	.0758
	40s to 50s.....	.1000	.1000
WASHINGTON.			
Seattle.....	60s to 70s.....	.0500	.0500
	60s to 70s.....	.0600	.0600
	60s to 70s.....	.0600	.0600
WISCONSIN.			
Milwaukee.....	60s to 70s.....	.0800	.0800
	60s to 70s.....	.0500	.0500

RICE, PER POUND.

ALABAMA.			
Birmingham.....	Louisiana, head.....	\$0.0833	\$0.0833
	Louisiana, head, best.....	.0800	.0800
Montgomery.....	Louisiana, head.....	.0733	.0738
ARKANSAS.			
Little Rock.....	Louisiana, head.....	.1000	.1000
	Louisiana, head.....	.0833	.0833
CALIFORNIA.			
Los Angeles.....	Carolina, head, best.....	.1000	.1000
	Louisiana, head.....	.0800	.0800
	Sandwich Islands or Southern, broken.....	.0679	.0650
Sacramento.....	Texas, head, best.....	.0795	.0800
San Francisco.....	Carolina, head.....	.0800	.0800
	Carolina, head.....	.1000	.1000
	Carolina, head.....	.0900	.0900
	Louisiana, head.....	.0833	.0833
	Sandwich Islands, broken.....	.0650	.0650

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

RICE, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
COLORADO.			
Denver.....	Carolina, head.....	\$0.0833	\$0.0833
	Japan, head, fancy.....	.0833	.0833
Leadville.....	Louisiana.....	.1000	.1000
CONNECTICUT.			
Bridgeport.....	Carolina, head.....	.0900	.0900
	Japan.....	.0800	.0800
Middletown.....	North Carolina, broken.....	.0758	.0833
New Haven.....	Carolina, head.....	.0800	.0800
	South Carolina, head.....	.1000	.1000
New London.....	South Carolina, head.....	.1000	.1000
Stamford.....	Carolina, head.....	.1000	.1000
Torrington.....	Japan, head.....	.1000	.1000
Willimantic.....	South Carolina, head.....	.1000	.1000
DELAWARE.			
Wilmington.....	Carolina, head.....	.1000	.1000
	Domestic, head.....	.1000	.1000
	Japan, broken.....	.0800	.0900
DISTRICT OF COLUMBIA.			
Washington.....	Carolina, head.....	.0900	.0900
	North Carolina, head, best.....	.1000	.1000
	North Carolina, head, best.....	.1000	.1000
FLORIDA.			
Jacksonville.....	Carolina, head.....	.0800	.0800
	Carolina, head.....	.0800	.0800
	Carolina, head.....	.0800	.0900
GEORGIA.			
Atlanta.....	Carolina, broken.....	.0700	.0700
	Louisiana, head, best.....	.1000	.1000
	Louisiana, head.....	.0833	.0722
Columbus.....	Head, good.....	.0833	.0833
ILLINOIS.			
Chicago.....	Louisiana, broken, good.....	.0700	.0700
	Louisiana, broken, good.....	.0800	.0800
	Louisiana, head.....	.0800	.0900
	Louisiana, head.....	.0800	.0900
	Louisiana, head.....	.0800	.0900
East St. Louis.....	Louisiana, head.....	.0800	.0800
Peoria.....	Louisiana, head.....	.0800	.0700
	Louisiana, head.....	.1000	.1000
Quincy.....	Japan, head.....	.0750	.0750
Rock Island.....	Carolina, head.....	.1000	.0888
Springfield.....	Louisiana, head.....	.0833	.0833
INDIANA.			
Evansville.....	Louisiana, head, extra.....	.0813	.0750
Fort Wayne.....	Carolina, head.....	.1000	.1000
Indianapolis.....	Carolina, head.....	.1000	.1000
	Carolina, head.....	.1000	.1000
Terre Haute.....	Carolina, head, best.....	.0972	.1000
IOWA.			
Des Moines.....	Carolina, head.....	.1250	.1250
	Carolina, head.....	.0800	.0800
Dubuque.....	Carolina, head.....	.0833	.0833
	Carolina, head.....	.0800	.0800
	Carolina, head.....	.0833	.0833
KANSAS.			
Topeka.....	Carolina, head.....	.0833	.0833
	Carolina, head.....	.0833	.0833
KENTUCKY.			
Covington.....	Louisiana, head.....	.0800	.0800
Louisville.....	North Carolina, head.....	.0844	.0844
LOUISIANA.			
New Orleans.....	Head, extra, fancy.....	.0750	.0750
	Louisiana, medium.....	.0467	.0425

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

RICE, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
MAINE.			
Bangor.....	Carolina, head.....	\$0.1000	\$0.1025
Biddeford.....	Carolina, broken.....	.0800	.0800
Lewiston.....	Carolina, head.....	.0800	.0883
Portland.....	Carolina, head.....	.0900	.0900
	Carolina, head.....	.1000	.1000
MARYLAND.			
Baltimore.....	Louisiana, head.....	.0800	.0800
	Louisiana, head.....	.0800	.0800
	Louisiana, head.....	.0800	.0675
	Louisiana, head.....	.0800	.0800
	Louisiana, head.....	.0800	.0800
	Louisiana, head.....	.0779	.0750
Mount Washington.....	Louisiana, head.....	.0800	.0800
Sparrow Point.....	Louisiana, head.....	.0700	.0700
MASSACHUSETTS.			
Boston.....	Carolina, head.....	.0867	.0900
	Carolina, head.....	.0900	.0900
	Carolina, head.....	.0900	.0900
Brockton.....	Carolina, head.....	.1000	.1000
Cambridge.....	Carolina, medium.....	.0800	.0800
Chelsea.....	Carolina, head.....	.0800	.0800
Fall River.....	Carolina, head.....	.1000	.1000
	South Carolina, second grade.....	.0800	.0900
Holyoke.....	Carolina, head.....	.1000	.1000
Hydepark.....	Carolina, head.....	.1000	.1000
Lawrence.....	Carolina, head.....	.0900	.0900
Lowell.....	North Carolina, broken.....	.0700	.0700
Lynn.....	Carolina, prime.....	.1000	.0900
Malden.....	South Carolina, head.....	.1000	.1000
Quincy.....	Carolina, prime.....	.1000	.1000
Salem.....	Carolina, head.....	.0900	.0817
Somerville.....	Carolina.....	.0900	.0800
Springfield.....	Carolina, head.....	.1000	.1000
Worcester.....	Carolina.....	.0800	.0900
	Carolina, head, prime.....	.1000	.0900
MICHIGAN.			
Bay City.....	Carolina, head, best.....	.1000	.1000
Detroit.....	Japan, head.....	.0800	.0600
	Louisiana, head.....	.0900	.0842
Grand Rapids.....	Carolina, head.....	.1000	.1000
	Carolina, head, best.....	.1000	.1000
	Carolina, head, best.....	.1000	.1000
	Japan, head, best.....	.0700	.0700
	Japan, head, best.....	.0700	.0700
Saginaw.....	Carolina, head, fancy.....	.0863	.0800
Wyandotte.....	Japan, head.....	.0800	.0800
MINNESOTA.			
Duluth.....	Carolina, head.....	.1000	.0933
	Carolina, head, choice.....	.1000	.1000
Minneapolis.....	Carolina, head, best.....	.1000	.1000
	Carolina, head.....	.0967	.0908
	Louisiana, head.....	.1000	.0800
St. Paul.....	Japan, head, best.....	.0800	.0800
MISSOURI.			
Kansas City.....	Carolina, head.....	.1000	.1000
	Carolina, head.....	.1000	.1000
St. Joseph.....	Broken.....	.0500	.0500
	Japan, choice.....	.0833	.1000
St. Louis.....	Domestic, head.....	.1000	.1000
	Domestic, head.....	.1000	.1000
MONTANA.			
Butte.....	Carolina, head.....	.1000	.1000
	Carolina, head.....	.1000	.1000
NEBRASKA.			
Omaha.....	Carolina, head.....	.0833	.0833
	Carolina, head.....	.0750	.0750

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

RICE, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
NEW HAMPSHIRE.			
Concord.....	Carolina, head.....	\$0.1000	\$0.0858
	Japan, head.....	.0800	.0700
Manchester.....	Carolina, broken.....	.0500	.0500
	Carolina, head.....	.1000	.0850
	Carolina, head.....	.1000	.0800
NEW JERSEY.			
Bayonne.....	Carolina, head, best.....	.1000	.1000
	Japan, head, best.....	.0800	.0800
Camden.....	Carolina, head.....	.1000	.1000
	Japan, head.....	.0800	.0800
Elizabeth.....	Carolina, head, best.....	.0900	.0800
Jersey City.....	Carolina, broken.....	.0800	.0800
	Carolina, head.....	.0800	.0800
Newark.....	Carolina, head.....	.0900	.0900
New Brunswick.....	Carolina, head.....	.1000	.1000
Trenton.....	Carolina, head, best.....	.1000	.0950
	Japan, head.....	.0800	.0700
NEW YORK.			
Albany.....	Carolina, head.....	.0900	.0900
Brooklyn.....	Carolina, head.....	.0800	.0800
	Carolina, head.....	.0800	.0800
Buffalo.....	Carolina, broken.....	.0500	.0500
	Carolina, head, best.....	.0800	.0800
	Carolina, head, best.....	.1000	.0958
	Domestic.....	.0800	.0800
Cohoes.....	Carolina, head, best.....	.1000	.1000
College Point.....	Carolina, good.....	.0800	.0800
Flushing.....	Carolina, head.....	.1000	.1000
Jamaica.....	Carolina.....	.0700	.0700
Mariner Harbor.....	Carolina, head, prime.....	.0800	.0800
Newburgh.....	North Carolina, head.....	.1000	.0983
New York.....	Carolina, head.....	.0800	.0800
	Carolina, head.....	.0900	.0900
	Louisiana, head.....	.0800	.0758
	North Carolina, good.....	.0800	.0800
	North Carolina, head.....	.1000	.0867
Rochester.....	Carolina, head, best.....	.1000	.1000
	Domestic, head, best.....	.0800	.0800
	North Carolina, head.....	.0867	.0800
Stapleton.....	Carolina, head.....	.0800	.0800
Syracuse.....	Japan, head, best.....	.0800	.0800
Troy.....	North Carolina, head, best.....	.0900	.0900
Utica.....	Carolina, head.....	.1000	.1000
	Japan, head.....	.0800	.0658
West New Brighton.....	Carolina, head, choice.....	.0800	.0800
NORTH CAROLINA.			
Durham.....	South Carolina, head.....	.1000	.1000
Winston-Salem.....	Carolina, head, best.....	.1000	.1000
OHIO.			
Cincinnati.....	Carolina, head.....	.0800	.0800
	Carolina, head.....	.0700	.0600
	Head, best.....	.0883	.0800
Cleveland.....	Japan, head.....	.0625	.0600
	North Carolina, head.....	.0867	.0883
	South Carolina, head.....	.0800	.0800
	South Carolina, head.....	.0700	.0600
	South Carolina, head, best.....	.0817	.0800
Columbus.....	Japan, head.....	.0800	.0700
Hamilton.....	Domestic, head.....	.0900	.0800
Toledo.....	Carolina, broken.....	.0500	.0500
Youngstown.....	Carolina, head.....	.0983	.1000
	Japan.....	.0700	.0700
OREGON.			
Portland.....	Louisiana, head.....	.1000	.0750
	Louisiana, head.....	.0800	.0675
PENNSYLVANIA.			
Allegheny.....	Head.....	.0900	.0900
	South Carolina, medium.....	.0900	.0900
Allentown.....	South Carolina, head.....	.0833	.0833
Altoona.....	North Carolina, head.....	.1000	.1000
Bethlehem.....	South Carolina, head.....	.1000	.0933
Chester.....	Carolina, prime.....	.0800	.0800

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

RICE, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
PENNSYLVANIA—concluded.			
Lancaster.....	Carolina, head.....	\$0.1000	\$0.1000
	Carolina, No. 2.....	.0800	.0800
Norristown.....	North Carolina, head, best.....	.1000	.1000
Philadelphia.....	Carolina, prime.....	.0800	.0900
	Carolina, prime.....	.0900	.0900
	Carolina, prime.....	.0833	.0833
	Domestic, fair.....	.0800	.0800
	Domestic, medium.....	.0908	.0825
	Domestic, medium.....	.0800	.0800
Pittsburg.....	Carolina, head.....	.1000	.1000
	Carolina, head.....	.0900	.0900
Reading.....	Carolina, prime.....	.1000	.1000
Scranton.....	Japan, head.....	.0800	.0800
	Carolina, head.....	.1000	.1000
	Carolina, head.....	.1000	.1000
Wilkesbarre.....	South Carolina, head.....	.1000	.1000
Williamsport.....	Domestic, broken.....	.0500	.0467
	Japan, head.....	.0850	.0733
York.....	Domestic.....	.0800	.0800
RHODE ISLAND.			
East Greenwich.....	North Carolina, head, best.....	.1000	.0950
Natick.....	North Carolina, medium.....	.0800	.0800
Providence.....	Carolina, head.....	.1000	.1000
	North Carolina, head.....	.0800	.0800
SOUTH CAROLINA.			
Charleston.....	Carolina, head.....	.0500	.0400
	Carolina, head, best.....	.0500	.0500
SOUTH DAKOTA.			
Sioux Falls.....	Carolina, head.....	.0833	.0833
	Carolina, head.....	.0833	.0833
TENNESSEE.			
Memphis.....	Louisiana, head, best.....	.0800	.0800
	Louisiana, medium.....	.0750	.0833
	South Carolina, head, best.....	.0833	.0764
Nashville.....	Carolina, head.....	.0833	.0833
	Louisiana, head.....	.1000	.1000
TEXAS.			
Dallas.....	Domestic, head, good.....	.1000	.0920
	Louisiana, head.....	.1000	.1000
Houston.....	Head, fancy.....	.0800	.0650
San Antonio.....	Louisiana, head.....	.0600	.0600
	Louisiana, head.....	.0700	.0625
UTAH.			
Salt Lake City.....	Carolina, head.....	.1000	.1000
	Carolina, head.....	.0833	.0729
VIRGINIA.			
Norfolk.....	Carolina, head, best.....	.0800	.0800
Petersburg.....	Head.....	.0800	.0800
Richmond.....	Carolina, head.....	.1000	.0858
	Carolina, head, best.....	.0800	.0800
	Carolina, head, best.....	.0800	.0800
WASHINGTON.			
Seattle.....	Japan, head.....	.0700	.0700
	Sandwich Islands or similar, head.....	.0800	.0800
Tacoma.....	Japan, No. 1.....	.0600	.0517
WEST VIRGINIA.			
Wheeling.....	Carolina, head.....	.0700	.0833
WISCONSIN.			
Milwaukee.....	Carolina, head.....	.0833	.0719
	Carolina, head.....	.0900	.0900
	Japan, head.....	.0567	.0400
Oshkosh.....	Carolina, head.....	.0833	.0833
Racine.....	Carolina, head.....	.1000	.0778
	Japan, head.....	.0700	.0700

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

SUGAR, PER POUND.

State and locality.	Description.	Average price.	
		1903.	1904.
ALABAMA.			
Birmingham.....	Granulated.....	\$0.0550	\$0.0575
	Granulated.....	.0546	.0563
	Granulated.....	.0550	.0581
Montgomery.....	Granulated.....	.0600	.0625
	Granulated.....	.0585	.0608
ARKANSAS.			
Little Rock.....	Granulated.....	.0550	.0600
	Granulated.....	.0550	.0606
	Granulated.....	.0625	.0667
CALIFORNIA.			
Los Angeles.....	Granulated, sold in \$1 lots.....	.0533	.0637
	Granulated, sold in \$1 lots.....	.0533	.0637
	Granulated, sold in \$1 lots.....	.0533	.0607
Oakland.....	Granulated, sold in \$1 lots.....	.0540	.0585
Sacramento.....	Granulated, sold in \$1 lots.....	.0556	.0672
San Francisco.....	Granulated, sold in \$1 lots.....	.0538	.0569
	Granulated, sold in \$1 lots.....	.0569	.0578
	Granulated, sold in \$1 lots.....	.0467	.0538
	Granulated, sold in \$1 lots.....	.0540	.0569
COLORADO.			
Denver.....	Granulated.....	.0489	.0632
	Granulated, sold in \$1 lots.....	.0547	.0629
Leadville.....	Granulated, sold in \$1 lots.....	.0653	.0736
CONNECTICUT.			
Bridgeport.....	Granulated.....	.0533	.0638
	Granulated.....	.0556	.0660
Middletown.....	Granulated.....	.0600	.0600
New Haven.....	Granulated.....	.0563	.0650
	Granulated.....	.0600	.0604
New London.....	Granulated.....	.0550	.0550
Stamford.....	Granulated.....	.0550	.0550
Torrington.....	Granulated.....	.0600	.0600
DELAWARE.			
Wilmington.....	Granulated.....	.0600	.0600
	Granulated.....	.0563	.0571
DISTRICT OF COLUMBIA.			
Washington.....	Granulated.....	.0529	.0529
	Granulated.....	.0538	.0521
	Granulated.....	.0550	.0554
FLORIDA.			
Jacksonville.....	Granulated.....	.0600	.0613
	Granulated.....	.0600	.0604
	Granulated.....	.0600	.0602
GEORGIA.			
Atlanta.....	Granulated.....	.0550	.0550
	Granulated.....	.0538	.0567
	Granulated.....	.0538	.0579
Columbus.....	Granulated.....	.0625	.0625
ILLINOIS.			
Chicago.....	Granulated.....	.0500	.0533
	Granulated.....	.0550	.0554
	Granulated.....	.0550	.0558
	Granulated.....	.0550	.0550
	Granulated.....	.0500	.0517
East St. Louis.....	Granulated.....	.0500	.0533
	Granulated.....	.0592	.0646
	Granulated.....	.0642	.0683
Rock Island.....	Granulated.....	.0600	.0621
	Granulated.....	.0550	.0563
	Granulated.....	.0600	.0629
Springfield.....			
INDIANA.			
Evansville.....	Granulated.....	.0525	.0550
	Granulated.....	.0567	.0563
	Granulated.....	.0600	.0608
	Granulated.....	.0600	.0646
	Granulated.....	.0571	.0604
South Bend.....	Granulated.....	.0571	.0635
Terre Haute.....	Granulated.....	.0581	.0603

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

SUGAR, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
IOWA.			
Des Moines.....	Granulated.....	\$0.0500	\$0.0600
	Granulated.....	.0600	.0625
	Granulated.....	.0613	.0613
Dubuque.....	Granulated.....	.0608	.0721
	Granulated.....	.0613	.0625
KANSAS.			
Topeka.....	Granulated.....	.0567	.0615
	Granulated.....	.0575	.0617
	Granulated.....	.0583	.0625
KENTUCKY.			
Covington.....	Granulated.....	.0529	.0594
Louisville.....	Granulated.....	.0546	.0633
	Granulated.....	.0522	.0541
	Granulated, sold in \$1 lots.....	.0551	.0539
LOUISIANA.			
New Orleans.....	Granulated.....	.0525	.0521
	Granulated.....	.0500	.0538
	Granulated.....	.0538	.0592
MAINE.			
Bangor.....	Granulated.....	.0538	.0650
Biddeford.....	Granulated.....	.0600	.0625
Lewiston.....	Granulated.....	.0550	.0646
Portland.....	Granulated.....	.0550	.0583
	Granulated.....	.0571	.0592
MARYLAND.			
Baltimore.....	Granulated.....	.0550	.0517
	Granulated.....	.0529	.0517
	Granulated.....	.0513	.0525
	Granulated.....	.0517	.0550
	Granulated.....	.0500	.0533
	Granulated.....	.0542	.0525
Mount Washington.....	Granulated.....	.0550	.0550
Sparrow Point.....	Granulated.....	.0500	.0554
MASSACHUSETTS.			
Boston.....	Granulated.....	.0517	.0563
	Granulated.....	.0521	.0538
	Granulated.....	.0517	.0529
Brockton.....	Granulated.....	.0538	.0621
Cambridge.....	Granulated.....	.0554	.0554
Chelsea.....	Granulated.....	.0500	.0542
Fall River.....	Granulated.....	.0533	.0558
	Granulated, sold in \$1 lots.....	.0516	.0523
Holyoke.....	Granulated.....	.0525	.0558
Hydepark.....	Granulated.....	.0521	.0567
Lawrence.....	Granulated.....	.0571	.0633
Lowell.....	Granulated.....	.0517	.0558
Lynn.....	Granulated.....	.0542	.0575
Malden.....	Granulated.....	.0500	.0542
Quincy.....	Granulated.....	.0550	.0575
Salem.....	Granulated.....	.0546	.0554
Somerville.....	Granulated.....	.0504	.0554
Springfield.....	Granulated.....	.0546	.0613
Worcester.....	Granulated.....	.0563	.0583
	Granulated.....	.0550	.0583
MICHIGAN.			
Bay City.....	Granulated.....	.0575	.0621
Detroit.....	Granulated.....	.0517	.0533
	Granulated.....	.0533	.0546
Grand Rapids.....	Granulated.....	.0588	.0575
	Granulated.....	.0571	.0554
	Granulated.....	.0588	.0571
Saginaw.....	Granulated.....	.0558	.0575
	Granulated.....	.0529	.0569
Wyandotte.....	Granulated.....	.0554	.0583
MINNESOTA.			
Duluth.....	Granulated, sold in \$1 lots.....	.0580	.0637
	Granulated, sold in \$1 lots.....	.0625	.0699
Minneapolis.....	Granulated.....	.0600	.0717
	Granulated, sold in \$1 lots.....	.0569	.0627
	Granulated, sold in \$1 lots.....	.0585	.0599
St. Paul.....	Granulated, sold in \$1 lots.....	.0557	.0579

TABLE 1.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

TEA, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
SOUTH DAKOTA.			
Sioux Falls.....	Medium.....	\$0.5000	\$0.5000
	Oolong.....	.5000	.5000
TENNESSEE.			
Memphis.....	Gunpowder.....	.6000	.6000
	Gunpowder.....	.6000	.6000
	Gunpowder and English breakfast.....	.6000	.6500
Nashville.....	Gunpowder, green, medium.....	.6000	.6000
TEXAS.			
Dallas.....	Ceylon, young hyson, and English breakfast.....	.7500	.6875
	Oolong and imperial, medium.....	.6000	.6000
Houston.....	Gunpowder and English breakfast.....	.6000	.6000
San Antonio.....	Gunpowder and English breakfast.....	.5000	.5000
	Oolong and gunpowder, medium.....	.5000	.5000
UTAH.			
Salt Lake City.....	Japan, medium.....	.5000	.5000
	Oolong.....	.5000	.5000
VIRGINIA.			
Norfolk.....	Oolong and gunpowder, good.....	.5000	.5000
Petersburg.....	Formosa, black.....	.5000	.5000
	Ping Suey, green, cheap grade.....	.3000	.3000
	Ping Suey, green, medium.....	.4000	.4000
Richmond.....	Gunpowder.....	.6000	.6000
	Oolong and gunpowder.....	.5000	.5000
WASHINGTON.			
Seattle.....	Gunpowder, good.....	.7500	.8000
	Japan.....	.5000	.5000
Tacoma.....	Japan.....	.5000	.5000
	Young hyson, No. 1.....	.7500	.7500
WEST VIRGINIA.			
Wheeling.....	Gunpowder, green.....	.5000	.5000
WISCONSIN.			
Milwaukee.....	Japan, medium.....	.3500	.3500
	Young hyson, medium.....	.4000	.4000
Oshkosh.....	Japan.....	.5000	.5000
Racine.....	Japan, uncolored.....	.5000	.5000
	Japan, uncolored.....	.5000	.5000

VEAL, PER POUND.

ALABAMA.			
Birmingham.....	Cutlet.....	\$0.2000	\$0.2000
	Cutlet.....	.2000	.2000
Montgomery.....	Chops.....	.1500	.1500
ARKANSAS.			
Little Rock.....	Cutlet.....	.1500	.1500
	Cutlet.....	.1500	.1500
CALIFORNIA.			
Los Angeles.....	Cutlet.....	.2000	.2000
	Cutlet.....	.2000	.2000
San Francisco.....	Cutlet.....	.1750	.1750
	Cutlet.....	.1500	.1500
	Cutlet.....	.1725	.1725
	Cutlet.....	.2000	.2000
COLORADO.			
Denver.....	Cutlet.....	.1396	.1396
	Loins, chops.....	.2000	.2000
Leadville.....	Cutlet.....	.1604	.1617
CONNECTICUT.			
Hartford.....	Cutlet.....	.3000	.3000
New Haven.....	Cutlet.....	.2300	.2300
	Cutlet.....	.2342	.2353
New London.....	Cutlet.....	.2200	.2200

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

VEAL, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
DELAWARE.			
Wilmington.....	Cutlet.....	\$0.2000	\$0.2050
	Cutlet, choice.....	.2500	.2500
DISTRICT OF COLUMBIA.			
Washington.....	Cutlet.....	.1850	.1867
	Cutlet.....	.2208	.2208
	Cutlet.....	.1833	.1883
FLORIDA.			
Jacksonville.....	Cutlet.....	.2500	.2500
	Cutlet.....	.2000	.2000
	Cutlet.....	.2500	.2500
GEORGIA.			
Atlanta.....	Cutlet.....	.1500	.1500
ILLINOIS.			
Chicago.....	Cutlet.....	.1600	.1633
	Leg.....	.1350	.1325
	Leg.....	.1238	.0958
	Leg.....	.1200	.1083
Peoria.....	Cutlet.....	.1354	.1354
	Cutlet.....	.1200	.1200
INDIANA.			
Indianapolis.....	Cutlet.....	.2000	.2000
	Cutlet.....	.1867	.1883
	Cutlet.....	.2000	.2000
Terre Haute.....	Chops.....	.1250	.1292
	Chops or roast.....	.1354	.1354
IOWA.			
Des Moines.....	Cutlet.....	.1625	.1625
	Cutlet.....	.1292	.1292
Dubuque.....	Cutlet.....	.1375	.1375
	Cutlet.....	.1500	.1500
KANSAS.			
Topeka.....	Cutlet.....	.1500	.1625
	Cutlet.....	.1500	.1525
KENTUCKY.			
Covington.....	Chops.....	.1250	.1250
Louisville.....	Chops.....	.1425	.1388
MAINE.			
Portland.....	Cutlet.....	.2500	.2500
	Cutlet.....	.2425	.2475
MARYLAND.			
Baltimore.....	Cutlet.....	.2017	.2017
	Cutlet.....	.2067	.2167
MASSACHUSETTS.			
Boston.....	Cutlet.....	.2500	.2708
	Cutlet.....	.3050	.3050
	Loin.....	.1500	.1500
Chelsea.....	Cutlet.....	.3000	.3000
Fall River.....	Cutlet.....	.2300	.2000
	Cutlet.....	.2800	.2800
Malden.....	Cutlet.....	.2850	.2800
MICHIGAN.			
Detroit.....	Cutlet.....	.1467	.1500
MINNESOTA.			
Duluth.....	Forequarter, cutlet.....	.1250	.1208
	Loin, cutlet.....	.1800	.1800
Minneapolis.....	Cutlet.....	.1396	.1500
MISSOURI.			
Kansas City.....	Cutlet.....	.1500	.1525
	Cutlet.....	.1533	.1800
St. Louis.....	Roast.....	.1467	.1517
	Roast.....	.1467	.1525
MONTANA.			
Butte.....	Cutlet.....	.1500	.1675
	Cutlet.....	.1500	.1675

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

VEAL, PER POUND—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
NEBRASKA.			
Omaha.....	Cutlet.....	\$0.1750	\$0.1708
	Cutlet.....	.1650	.1600
NEW HAMPSHIRE.			
Manchester.....	Cutlet.....	.1933	.1908
	Cutlet.....	.2500	.2500
NEW JERSEY.			
Jersey City.....	Cutlet.....	.1800	.1800
	Cutlet.....	.1950	.1950
Trenton.....	Cutlet.....	.2000	.2250
	Cutlet.....	.2500	.2500
NEW YORK.			
Albany.....	Cutlet.....	.2350	.2500
Brooklyn.....	Cutlet.....	.2500	.2500
Buffalo.....	Cutlet.....	.1800	.1800
	Cutlet, choice.....	.1867	.1867
	Cutlet, first grade.....	.1900	.1900
	Cutlet, first grade.....	.1333	.1333
	Cutlet, second grade.....	.1600	.1600
	Cutlet, second grade.....	.1179	.1179
	Rib, cutlet.....	.1542	.1525
New York.....	Forequarter, roast.....	.1517	.1517
	Forequarter, roast.....	.1275	.1213
	Hind quarter, roast.....	.1900	.1917
	Hind quarter, roast.....	.1575	.1600
	Forequarter, roast, medium.....	.0967	.0950
	Hind quarter, roast, medium.....	.1183	.1158
Rochester.....	Chops.....	.1150	.1200
	Cutlet.....	.1338	.1400
NORTH CAROLINA.			
Durham.....	Roast.....	.1500	.1500
Winston-Salem.....	Cutlet.....	.1500	.1500
OHIO.			
Cincinnati.....	Breast.....	.1250	.1200
	Breast.....	.1250	.1250
	Cutlet.....	.1717	.1917
Cleveland.....	Cutlet.....	.2000	.2000
	Roast.....	.1321	.1363
OREGON.			
Portland.....	Cutlet.....	.1500	.1500
	Cutlet.....	.1438	.1438
PENNSYLVANIA.			
Bethlehem.....	Cutlet.....	.1950	.1850
Philadelphia.....	Cutlet.....	.2000	.2000
	Cutlet.....	.2200	.2200
Pittsburg.....	Cutlet.....	.2200	.2200
	Cutlet.....	.2500	.2500
Seranton.....	Cutlet.....	.2500	.2500
	Cutlet.....	.2300	.2400
Wilkesbarre.....	Cutlet, No. 1.....	.1950	.2000
RHODE ISLAND.			
Providence.....	Cutlet.....	.2767	.2783
	Leg, cutlet.....	.3300	.3300
SOUTH CAROLINA.			
Charleston.....	Cutlet.....	.1500	.1500
	Cutlet.....	.1500	.1500
SOUTH DAKOTA.			
Sioux Falls.....	Cutlet.....	.1250	.1250
	Cutlet.....	.1500	.1500
TENNESSEE.			
Memphis.....	Cutlet.....	.2000	.2000
	Roast.....	.1500	.1500
Nashville.....	Cutlet.....	.2000	.2000
	Chops.....	.1250	.1250
TEXAS.			
Dallas.....	Cutlet.....	.1500	.1500
	Cutlet.....	.1500	.1500
San Antonio.....	Cutlet.....	.1250	.1250
	Cutlet.....	.1250	.1250

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

VEAL, PER POUND—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
UTAH.			
Salt Lake City.....	Cutlet.....	\$0.2000	\$0.2000
	Loin, cutlet.....	.2000	.2000
	Round, cutlet.....	.1563	.1563
VIRGINIA.			
Richmond.....	Cutlet, choice.....	.2000	.2000
	Cutlet, choice.....	.2000	.2000
	Cutlet, medium.....	.1500	.1500
	Cutlet, medium.....	.1500	.1500
WASHINGTON.			
Seattle.....	Cutlet.....	.1500	.1425
	Cutlet.....	.1600	.1600
	Cutlet.....	.1500	.1500
Tacoma.....	Cutlet.....	.1550	.1575
WISCONSIN.			
Milwaukee.....	Cutlet.....	.1250	.1250
	Cutlet.....	.1700	.1700
Racine.....	Chops.....	.1483	.1363
	Cutlet.....	.1733	.1800
	Leg.....	.1600	.1600

VINEGAR, PER GALLON.

ALABAMA.			
Birmingham.....	Cider.....	\$0.3500	\$0.3500
	Cider, pure.....	.3000	.3000
Montgomery.....	Cider, best.....	.3500	.3500
ARKANSAS.			
Little Rock.....	Cider.....	.4000	.4000
	Cider.....	.3500	.3500
CALIFORNIA.			
Los Angeles.....	Cider.....	.5000	.5000
	Cider, pure.....	.5000	.5000
Sacramento.....	Cider, prime, high test.....	.5000	.5000
San Francisco.....	Cider.....	.3500	.3500
	Cider.....	.3500	.3500
	Cider.....	.3500	.3500
	Cider.....	.3500	.3500
COLORADO.			
Denver.....	Cider.....	.4000	.4000
	Cider, pure.....	.3000	.3000
CONNECTICUT.			
New Haven.....	Cider.....	.2000	.2000
	Cider, pure.....	.2500	.2500
Willimantic.....	Cider.....	.2000	.2000
DELAWARE.			
Wilmington.....	Cider.....	.2500	.2500
	Cider.....	.2800	.2800
	Cider.....	.2000	.2000
DISTRICT OF COLUMBIA.			
Washington.....	Cider, best.....	.2500	.2500
	Cider, best.....	.3000	.3000
	Cider, pure.....	.2500	.2500
FLORIDA.			
Jacksonville.....	Cider.....	.4000	.4000
	Cider.....	.4000	.4000
	Cider, pure.....	.4000	.4000
GEORGIA.			
Atlanta.....	Cider.....	.2000	.2000
	Cider.....	.3000	.3000
ILLINOIS.			
Chicago.....	White wine.....	.1500	.1500
	White wine.....	.2000	.2000
	White wine.....	.1500	.1500
	White wine.....	.1500	.1500
Peoria.....	Cider.....	.2500	.2500
	Cider.....	.3000	.3000

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Continued.

VINEGAR, PER GALLON—Continued.

State and locality.	Description.	Average price.	
		1903.	1904.
INDIANA.			
Indianapolis.....	Cider.....	\$0.3000	\$0.3000
	Cider.....	.2500	.2500
IOWA.			
Des Moines.....	Cider, pure.....	.2500	.2500
	Cider, pure.....	.2500	.2500
Dubuque.....	Cider, pure.....	.3000	.3000
	Cider, pure.....	.3000	.3000
KANSAS.			
Topeka.....	Cider.....	.1800	.1800
	Cider.....	.2000	.2000
KENTUCKY.			
Covington.....	Cider, pure.....	.2000	.2000
Louisville.....	Cider.....	.3000	.3000
LOUISIANA.			
New Orleans.....	Cider, pure.....	.4000	.4000
	Fruit, pure.....	.2800	.3000
MAINE.			
Bangor.....	Cider.....	.2000	.2000
Biddeford.....	Cider, country.....	.2000	.2000
Lewiston.....	Cider, country.....	.1983	.2000
Portland.....	Cider.....	.2500	.2500
	Cider, country.....	.2500	.2500
MARYLAND.			
Baltimore.....	Cider, pure.....	.2875	.2500
	Grain.....	.2000	.2000
MASSACHUSETTS.			
Boston.....	Cider.....	.2500	.2500
	Cider.....	.2500	.2500
	Cider.....	.2500	.2500
Chelsea.....	Cider.....	.2500	.2500
Fall River.....	Cider.....	.2000	.2000
	Cider.....	.2000	.2000
Malden.....	Cider, best.....	.2500	.2500
MICHIGAN.			
Detroit.....	Cider, best.....	.2000	.2000
MINNESOTA.			
Duluth.....	Cider, best.....	.3500	.3500
	Cider, Heinz's.....	.3000	.3000
Minneapolis.....	Cider, pure.....	.2500	.2500
MISSOURI.			
Kansas City.....	Cider.....	.2000	.2000
	Cider.....	.2000	.2000
St. Joseph.....	Cider.....	.2000	.2000
St. Louis.....	White wine.....	.2000	.2000
	White wine.....	.2125	.2000
MONTANA.			
Butte.....	Cider.....	.3500	.3500
	Cider, pure.....	.6000	.6000
NEBRASKA.			
Omaha.....	Cider.....	.3000	.3000
	Cider.....	.3000	.3000
NEW HAMPSHIRE.			
Manchester.....	Cider.....	.2000	.2000
	Cider.....	.2000	.2000
NEW JERSEY.			
Jersey City.....	Cider.....	.1800	.1800
	Cider, pure.....	.2000	.2000
Trenton.....	Cider.....	.2500	.2500
	Cider.....	.2500	.2500
NEW YORK.			
Albany.....	Cider.....	.2000	.2000
Brooklyn.....	Cider.....	.2800	.2800
Buffalo.....	Cider.....	.1500	.1500
	Cider.....	.1400	.1400
Bege Point.....	White wine.....	.2000	.2000

TABLE I.—RETAIL PRICES OF FOOD, 1903 AND 1904—Concluded.

VINEGAR, PER GALLON—Concluded.

State and locality.	Description.	Average price.	
		1903.	1904.
NEW YORK—concluded.			
Flushing.....	White wine.....	\$0.2500	\$0.2560
Jamaica.....	Vinegar.....	.1700	.1760
New York.....	Cider.....	.2000	.2060
	Cider.....	.2800	.2860
	Monarch.....	.1600	.1660
	Vinegar.....	.3000	.3060
	White wine, Monarch.....	.1600	.1660
NORTH CAROLINA.			
Durham.....	Cider.....	.3500	.3560
OHIO.			
Cincinnati.....	Cider.....	.2500	.2560
	Cider.....	.2500	.2560
	Cider, best.....	.2500	.2560
Cleveland.....	Cider.....	.1800	.1860
	Cider.....	.1800	.1860
Columbus.....	Cider, pure.....	.1500	.1560
OREGON.			
Portland.....	Cider.....	.2500	.2560
	Cider.....	.3000	.3060
PENNSYLVANIA.			
Allentown.....	Heinz's.....	.2500	.2560
Philadelphia.....	Cider.....	.2000	.2060
	Cider.....	.2500	.2560
	Cider.....	.1600	.1660
Pittsburg.....	Cider, best, sold by the quart.....	.3200	.3260
	Cider, medium, sold by the quart.....	.2800	.2860
Reading.....	Cider, sold by the quart.....	.1800	.1860
Scranton.....	Cider.....	.2000	.2060
	Cider, pure.....	.2500	.2560
RHODE ISLAND.			
Providence.....	Cider.....	.2500	.2560
	Cider, pure.....	.2500	.2560
SOUTH CAROLINA.			
Charleston.....	Cider, best.....	.4000	.4060
	Cider, best.....	.4000	.4060
SOUTH DAKOTA.			
Sioux Falls.....	Cider.....	.3500	.3560
	Cider.....	.3500	.3560
TENNESSEE.			
Memphis.....	Cider.....	.3000	.3060
	Cider.....	.3000	.3060
Nashville.....	Cider.....	.3000	.3060
	Cider.....	.3000	.3060
TEXAS.			
Dallas.....	Cider.....	.4000	.4060
	Cider.....	.3500	.3560
San Antonio.....	Cider.....	.3500	.3560
	Cider.....	.3000	.3060
UTAH.			
Salt Lake City.....	Cider.....	.4000	.4060
	Cider, pure.....	.5000	.5060
VIRGINIA.			
Richmond.....	Cider, best.....	.4000	.4060
	Cider, pure, sold by the quart.....	.4000	.4060
WASHINGTON.			
Seattle.....	Cider.....	.4000	.4060
	Cider.....	.4000	.4060
	Cider, Heinz's.....	.6000	.6060
WEST VIRGINIA.			
Wheeling.....	Malt.....	.2000	.2060
WISCONSIN.			
Milwaukee.....	Cider.....	.2500	.2560
	Cider.....	.2500	.2560

TABLE II.—RELATIVE RETAIL PRICES OF FOOD, 1890 TO 1904.

[Average price for 1890-1899 = 100.0.]

APPLES, EVAPORATED.

Year.	North Atlantic States.	South Atlantic States.	North Central States.	South Central States.	Western States.	United States.
1890.....	97.0	106.8	112.0	108.8	119.8	109.0
1891.....	95.0	106.8	116.4	113.3	112.8	110.3
1892.....	100.5	106.5	90.4	101.1	106.7	99.3
1893.....	104.4	103.7	110.9	105.3	108.5	107.0
1894.....	100.5	102.7	111.9	100.2	110.2	105.8
1895.....	106.1	100.5	93.1	93.6	99.8	97.4
1896.....	95.0	94.3	83.5	91.1	80.1	88.6
1897.....	100.5	94.3	80.2	87.8	81.2	87.8
1898.....	95.0	92.2	100.1	96.7	85.6	95.4
1899.....	106.1	92.2	101.6	102.1	95.4	99.5
1900.....	106.1	92.2	89.4	100.5	95.6	95.2
1901.....	100.8	94.2	96.1	99.3	95.2	96.8
1902.....	102.7	94.2	109.8	108.3	104.3	104.4
1903.....	107.5	91.4	101.3	109.1	95.6	100.8
1904.....	105.9	89.7	99.2	107.4	94.9	99.2

BEANS, DRY.

1890.....	104.2	98.7	110.0	100.0	92.0	103.3
1891.....	105.8	97.5	116.3	109.7	87.7	106.2
1892.....	101.7	97.5	106.9	108.0	92.7	102.4
1893.....	102.1	97.5	114.1	108.9	100.7	105.0
1894.....	102.9	100.4	105.5	101.4	100.1	102.8
1895.....	101.1	100.6	102.4	95.5	98.9	100.5
1896.....	96.1	99.9	84.5	87.2	95.5	92.7
1897.....	94.7	100.6	79.0	86.4	104.3	91.5
1898.....	94.7	102.9	87.0	98.3	113.0	95.9
1899.....	96.9	104.1	94.2	104.7	115.3	99.7
1900.....	105.3	105.0	113.7	116.9	122.2	110.0
1901.....	105.3	118.8	119.2	118.1	127.8	113.9
1902.....	110.4	119.5	118.6	123.0	131.3	116.8
1903.....	111.5	113.3	123.9	119.8	141.5	118.1
1904.....	109.0	112.4	122.9	118.7	141.8	116.8

BEEF, FRESH, ROASTS AND STEWS.

1890.....	100.2	98.1	99.6	95.3	103.2	99.5
1891.....	100.3	98.5	100.0	97.0	105.2	100.0
1892.....	100.2	97.1	100.3	97.0	101.6	99.6
1893.....	100.3	97.0	99.3	97.5	95.7	99.0
1894.....	97.9	98.5	98.9	99.4	96.1	98.3
1895.....	98.2	98.2	99.2	101.5	96.3	98.6
1896.....	98.9	99.9	98.8	101.9	97.0	99.1
1897.....	100.0	101.8	100.1	101.8	98.7	100.3
1898.....	101.5	103.8	101.0	102.5	101.2	101.7
1899.....	102.6	107.1	102.7	106.0	104.9	103.7
1900.....	105.4	109.4	105.9	108.0	108.8	106.5
1901.....	110.0	112.7	110.7	110.2	112.5	110.7
1902.....	118.9	120.2	117.2	118.5	119.9	118.6
1903.....	111.1	115.9	113.6	116.7	113.8	113.1
1904.....	111.8	114.6	112.7	115.6	114.2	112.8

BEEF, FRESH, STEAKS.

1890.....	99.3	98.9	97.6	95.9	102.6	98.8
1891.....	99.7	100.0	98.6	96.8	102.7	99.4
1892.....	99.7	98.1	99.1	96.5	101.7	99.3
1893.....	100.1	98.3	100.2	99.0	96.0	99.6
1894.....	98.8	98.1	98.4	99.6	91.9	98.2
1895.....	99.1	99.6	99.4	99.2	97.3	99.1
1896.....	99.0	99.1	100.0	101.6	98.8	99.5
1897.....	100.1	99.0	100.6	101.7	100.3	100.2
1898.....	101.7	102.2	102.1	102.9	102.6	102.0
1899.....	102.6	106.8	103.9	106.8	106.2	103.9
1900.....	104.9	110.5	106.5	109.7	107.1	106.4
1901.....	109.6	114.4	112.0	111.9	111.0	111.0
1902.....	118.0	117.7	119.2	122.4	116.1	118.5
1903.....	111.9	114.0	114.7	112.1	112.1	112.9
1904.....	113.1	113.5	114.8	111.3	113.4	113.4

TABLE II.—RELATIVE RETAIL PRICES OF FOOD, 1890 TO 1904—Continued.

[Average price for 1890-1899 = 100.0.]

BEEF, SALT.

Year.	North Atlantic States.	South Atlantic States.	North Central States.	South Central States.	Western States.	United States.
1890.....	97.9	95.7	96.5	98.8	100.7	97.5
1891.....	98.5	98.0	96.7	98.8	109.1	98.3
1892.....	99.2	96.4	100.4	98.8	107.0	99.5
1893.....	100.5	99.0	100.3	98.8	99.4	100.3
1894.....	99.3	101.1	97.5	98.8	97.3	98.9
1895.....	100.4	101.8	97.5	98.8	99.3	99.6
1896.....	100.0	99.8	99.7	98.8	96.8	99.8
1897.....	100.4	100.7	102.3	102.6	96.8	100.9
1898.....	101.6	101.2	103.7	102.6	96.8	102.1
1899.....	102.1	106.4	105.3	103.0	96.8	103.2
1900.....	102.3	110.8	106.1	103.5	94.0	103.7
1901.....	104.8	115.2	108.3	103.5	94.0	106.1
1902.....	117.1	121.0	115.3	112.5	91.9	116.0
1903.....	108.0	118.9	110.8	106.5	83.1	108.8
1904.....	108.0	117.9	109.1	106.5	83.1	108.3

BREAD, WHEAT.

1890.....	100.4	100.2	100.4	100.0	100.0	100.3
1891.....	100.4	100.2	100.4	100.0	100.0	100.3
1892.....	100.3	100.2	100.4	100.0	100.0	100.3
1893.....	100.2	100.2	99.8	100.0	100.0	100.1
1894.....	100.0	99.5	99.8	100.0	100.0	99.9
1895.....	99.8	99.1	99.8	100.0	100.0	99.7
1896.....	99.9	100.2	99.8	100.0	100.0	99.9
1897.....	99.9	100.2	100.0	100.0	100.0	100.0
1898.....	99.5	100.2	100.2	100.0	100.0	99.8
1899.....	99.5	100.2	99.4	100.0	100.0	99.6
1900.....	99.4	100.2	100.2	97.6	100.0	99.7
1901.....	99.1	100.2	99.6	97.6	100.0	99.4
1902.....	99.6	100.2	96.4	97.6	97.1	99.4
1903.....	100.3	101.1	100.2	105.2	95.8	100.2
1904.....	103.4	104.4	104.2	113.7	97.5	103.9

BUTTER.

1890.....	99.5	99.0	97.4	102.7	102.5	99.2
1891.....	107.0	101.8	105.5	105.3	116.9	106.4
1892.....	107.6	103.5	106.2	103.9	111.3	106.8
1893.....	110.5	106.6	111.6	104.2	106.0	109.9
1894.....	101.1	101.3	103.0	101.4	101.5	101.7
1895.....	96.6	98.6	97.3	99.4	93.7	97.0
1896.....	92.2	97.1	91.6	96.7	90.8	92.7
1897.....	93.0	96.4	93.7	95.2	88.0	93.1
1898.....	94.4	97.5	95.8	95.2	94.0	95.1
1899.....	97.9	98.2	97.9	96.0	95.2	97.7
1900.....	101.8	100.0	103.6	93.2	95.1	101.4
1901.....	102.7	102.5	106.1	101.5	94.6	103.2
1902.....	112.3	106.7	112.9	110.4	104.0	111.5
1903.....	110.8	106.7	113.2	109.7	107.2	110.8
1904.....	108.4	105.1	111.7	111.0	102.9	109.0

CHEESE.

1890.....	98.7	100.7	97.3	99.3	104.6	98.8
1891.....	100.1	100.5	99.7	99.7	105.8	100.3
1892.....	101.7	100.1	101.4	100.5	103.7	101.5
1893.....	102.2	100.5	101.9	100.5	100.6	101.8
1894.....	101.9	100.5	102.0	100.3	100.1	101.6
1895.....	99.2	100.2	99.4	99.0	96.4	99.2
1896.....	97.7	99.9	97.5	100.1	96.0	97.9
1897.....	99.5	99.1	98.8	99.2	94.9	99.0
1898.....	96.9	98.9	98.2	99.5	95.1	97.5
1899.....	102.1	99.6	103.8	101.9	102.9	102.4
1900.....	103.7	100.9	105.9	101.3	102.8	103.9
1901.....	102.7	102.0	104.9	101.4	105.1	103.3
1902.....	108.1	104.1	107.8	101.2	109.1	107.3
1903.....	110.6	104.7	109.4	103.4	113.5	109.4
1904.....	107.5	103.3	107.8	103.2	113.1	107.4

TABLE II.—RELATIVE RETAIL PRICES OF FOOD, 1890 TO 1904—Continued.

[Average price for 1890-1899=100.0.]

CHICKENS.

Year.	North Atlantic States.	South Atlantic States.	North Central States.	South Central States.	Western States.	United States.
1890.....	102.2	98.3	100.1	99.7	112.2	101.3
1891.....	105.1	100.0	102.6	100.7	118.4	104.0
1892.....	105.4	101.4	101.8	97.8	112.5	103.8
1893.....	105.5	100.9	103.8	100.5	97.5	104.2
1894.....	98.6	99.1	98.8	97.4	94.4	98.6
1895.....	98.1	100.1	98.4	98.8	96.1	98.4
1896.....	96.4	97.7	98.8	97.3	91.5	97.1
1897.....	93.4	98.3	94.0	95.5	88.2	94.0
1898.....	95.4	99.0	98.1	103.2	89.6	96.8
1899.....	99.9	105.2	103.4	108.9	99.4	101.8
1900.....	97.8	106.1	103.0	112.2	99.9	100.8
1901.....	99.5	109.7	104.6	120.5	101.4	103.0
1902.....	112.1	114.4	113.5	122.4	106.9	113.2
1903.....	116.4	118.5	119.5	139.2	101.5	118.5
1904.....	119.2	120.3	121.6	141.1	102.1	120.7

COFFEE.

1890.....	103.2	104.8	108.8	108.6	111.8	105.4
1891.....	103.3	104.6	108.1	108.3	109.6	105.2
1892.....	102.9	103.0	105.7	105.8	104.5	103.8
1893.....	103.9	103.6	106.6	105.5	107.3	104.8
1894.....	102.4	103.3	104.4	103.1	106.2	103.3
1895.....	101.0	102.0	102.8	101.5	102.6	101.7
1896.....	99.6	99.7	99.7	96.5	100.0	99.6
1897.....	96.1	95.3	92.3	93.5	90.0	94.6
1898.....	93.9	92.5	86.5	88.7	84.3	91.1
1899.....	93.7	91.2	85.2	88.5	83.7	90.5
1900.....	94.4	90.8	86.2	80.1	86.3	91.1
1901.....	94.4	88.9	85.6	85.6	86.8	90.7
1902.....	93.3	85.8	85.2	86.7	85.1	89.6
1903.....	92.5	85.0	86.2	86.8	85.4	89.3
1904.....	94.1	89.3	88.8	91.4	87.0	91.8

CORN MEAL.

1890.....	98.8	97.6	100.7	100.2	110.2	100.0
1891.....	106.7	104.0	112.2	116.3	119.6	109.7
1892.....	102.8	106.5	107.3	103.0	118.4	105.2
1893.....	101.1	98.1	106.2	106.1	107.1	103.1
1894.....	101.6	99.1	106.1	99.5	98.8	102.2
1895.....	100.4	103.3	102.4	99.4	95.7	100.8
1896.....	98.0	97.7	91.2	91.7	87.7	95.0
1897.....	97.2	97.1	89.0	91.7	84.0	93.7
1898.....	96.9	96.2	91.7	95.9	89.5	95.0
1899.....	96.2	100.1	92.6	96.2	88.7	95.1
1900.....	98.1	99.0	97.3	97.7	88.9	97.4
1901.....	104.5	110.3	113.1	109.2	94.7	107.1
1902.....	116.0	121.0	125.5	118.1	111.0	118.8
1903.....	119.5	118.3	127.6	115.2	113.2	120.7
1904.....	119.7	118.6	128.6	116.5	115.3	121.5

EGGS.

1890.....	100.0	101.8	100.7	98.7	108.7	100.6
1891.....	106.2	105.7	108.1	105.3	111.0	106.9
1892.....	106.4	106.1	108.2	102.6	107.1	106.8
1893.....	107.8	106.3	110.2	103.0	106.0	108.1
1894.....	95.4	98.2	96.9	96.6	97.9	96.3
1895.....	98.8	99.4	100.1	101.6	97.2	99.3
1896.....	93.1	94.4	91.9	94.5	90.0	92.8
1897.....	91.8	93.1	89.5	95.1	92.7	91.4
1898.....	97.6	95.2	94.2	99.7	92.5	96.2
1899.....	102.2	99.7	100.0	102.9	96.9	101.1
1900.....	99.9	101.2	99.9	101.3	93.8	99.9
1901.....	105.3	106.2	105.9	111.5	98.2	105.7
1902.....	119.0	120.7	119.1	123.2	109.9	119.1
1903.....	125.9	126.0	123.3	134.2	118.7	125.3
1904.....	132.2	134.9	129.8	131.9	121.1	130.9

TABLE II.—RELATIVE RETAIL PRICES OF FOOD, 1890 TO 1904—Continued.

[Average price for 1890-1899=100.0.]

FISH, FRESH.

Year.	North At- lantic States.	South At- lantic States.	North Cen- tral States.	South Cen- tral States.	Western States.	United States.
1890.....	99.3	98.7	99.0	100.0	100.2	99.3
1891.....	99.9	98.2	99.3	100.0	99.1	99.6
1892.....	100.8	97.6	99.5	100.0	98.8	100.1
1893.....	101.2	97.4	99.2	100.0	97.0	100.1
1894.....	100.4	102.7	98.8	100.0	101.3	100.4
1895.....	99.5	101.3	99.8	100.0	100.5	99.8
1896.....	100.2	102.2	100.4	100.0	97.4	100.2
1897.....	99.4	101.0	100.8	100.0	98.4	99.8
1898.....	100.0	101.1	101.3	100.0	103.5	100.5
1899.....	99.4	99.8	101.8	100.0	103.6	100.2
1900.....	99.7	100.6	101.5	102.9	101.6	100.4
1901.....	100.1	104.8	102.7	103.1	103.0	101.4
1902.....	102.8	105.9	105.9	113.8	112.7	105.0
1903.....	106.6	103.5	108.3	114.4	109.7	107.3
1904.....	108.3	103.0	109.0	114.4	108.6	107.9

FISH, SALT.

1890.....	100.7	98.0	102.3	99.2	95.4	100.7
1891.....	102.2	98.0	103.0	95.4	98.1	101.7
1892.....	103.8	98.0	100.6	95.4	106.0	102.2
1893.....	104.9	98.5	102.6	95.4	100.6	103.4
1894.....	102.6	99.7	100.8	93.5	98.1	101.5
1895.....	98.7	100.7	99.8	93.5	100.6	98.9
1896.....	97.8	101.1	96.0	95.3	96.7	97.5
1897.....	94.3	101.1	94.2	102.8	94.1	95.2
1898.....	97.2	101.8	98.4	115.4	104.6	98.8
1899.....	97.9	103.0	102.5	114.0	106.0	100.2
1900.....	96.6	103.4	99.7	123.2	102.1	99.1
1901.....	98.6	104.2	100.7	126.3	100.6	100.9
1902.....	101.0	104.1	100.8	132.4	110.0	102.8
1903.....	104.1	104.2	114.3	139.1	148.3	108.4
1904.....	109.3	105.6	116.9	141.5	148.6	111.7

FLOUR, WHEAT.

1890.....	110.4	105.6	109.5	113.5	107.7	109.7
1891.....	112.7	106.9	113.2	113.8	114.7	112.5
1892.....	104.6	101.4	105.3	104.8	114.0	105.1
1893.....	96.4	98.1	95.0	94.4	95.9	96.1
1894.....	89.0	92.6	87.8	85.8	88.7	88.7
1895.....	88.8	92.0	90.1	86.8	83.6	89.0
1896.....	92.1	96.3	92.1	94.6	92.6	92.7
1897.....	103.2	101.8	105.5	107.9	109.0	104.3
1898.....	108.0	106.6	107.4	104.0	106.7	107.4
1899.....	94.9	97.9	94.0	94.6	90.0	94.6
1900.....	94.0	97.4	95.4	94.0	87.2	94.3
1901.....	93.6	98.2	96.4	95.9	86.8	94.4
1902.....	93.9	97.4	96.9	95.6	91.8	94.9
1903.....	100.5	101.7	102.4	97.7	104.5	101.2
1904.....	119.9	118.2	123.2	117.0	114.9	119.9

LARD.

1890.....	98.2	97.8	97.9	100.4	98.5	98.2
1891.....	100.1	99.2	98.9	103.0	102.5	99.8
1892.....	105.0	101.9	101.4	106.0	106.9	103.6
1893.....	121.3	118.5	112.5	121.1	117.3	117.9
1894.....	108.1	105.7	105.0	109.4	108.5	106.9
1895.....	100.7	97.1	100.7	96.9	101.6	100.1
1896.....	91.3	93.8	94.5	89.2	90.9	92.5
1897.....	88.0	91.0	92.8	87.5	87.7	89.8
1898.....	92.3	95.8	96.3	90.3	92.4	93.9
1899.....	95.1	99.3	100.0	96.2	93.6	97.1
1900.....	109.1	108.6	109.8	102.4	99.0	104.4
1901.....	117.2	122.7	119.0	118.1	107.8	118.1
1902.....	134.1	140.4	133.4	138.4	120.8	134.3
1903.....	127.8	134.5	124.0	123.2	118.8	126.7
1904.....	118.3	121.0	113.7	116.7	115.9	117.3

TABLE II.—RELATIVE RETAIL PRICES OF FOOD, 1890 TO 1904—Continued.

[Average price for 1890-1899 = 100.0.]

MILK, FRESH.

Year.	North At- lantic States.	South At- lantic States.	North Cen- tral States.	South Cen- tral States.	Western States.	United States.
1890.....	100.5	101.5	100.0	100.5	100.7	100.5
1891.....	100.5	101.5	100.0	100.5	100.7	100.5
1892.....	100.8	101.5	100.0	98.9	100.7	100.6
1893.....	100.5	101.5	100.1	98.9	100.7	100.4
1894.....	100.0	101.5	100.1	98.9	100.7	100.2
1895.....	100.0	98.9	100.5	99.4	100.8	100.0
1896.....	99.7	98.1	100.5	101.2	100.8	99.9
1897.....	99.6	98.4	100.3	101.2	98.9	99.7
1898.....	99.2	98.4	100.1	101.2	98.1	99.4
1899.....	99.3	98.5	98.4	99.5	98.1	98.9
1900.....	100.8	99.1	98.9	99.5	98.1	99.9
1901.....	102.0	100.6	100.5	99.5	98.1	101.1
1902.....	104.3	102.1	102.5	103.6	99.2	103.3
1903.....	106.4	102.8	105.8	107.6	104.6	105.8
1904.....	107.4	103.1	106.1	108.4	103.3	106.3

MOLASSES.

Year.	North At- lantic States.	South At- lantic States.	North Cen- tral States.	South Cen- tral States.	Western States.	United States.
1890.....	104.7	101.7	106.0	104.5	104.3	104.7
1891.....	101.6	100.9	101.6	102.3	104.0	101.7
1892.....	101.1	100.2	101.4	101.3	102.8	101.2
1893.....	100.7	99.6	100.7	99.0	102.8	100.6
1894.....	100.1	100.4	100.6	99.4	102.0	100.3
1895.....	98.9	100.4	99.3	98.4	97.6	99.0
1896.....	98.6	99.5	99.5	100.5	92.9	98.7
1897.....	97.6	99.3	97.9	96.9	95.3	97.7
1898.....	98.0	98.6	96.7	100.2	99.0	97.9
1899.....	98.7	99.4	96.4	97.6	99.2	98.2
1900.....	102.3	98.7	103.0	105.8	100.3	102.2
1901.....	100.9	97.7	102.3	106.0	101.9	101.3
1902.....	101.6	97.7	103.8	106.8	102.9	102.1
1903.....	103.6	95.9	105.8	109.3	103.9	103.8
1904.....	104.3	95.9	105.0	109.3	104.3	104.0

MUTTON AND LAMB.

Year.	North At- lantic States.	South At- lantic States.	North Cen- tral States.	South Cen- tral States.	Western States.	United States.
1890.....	102.3	97.8	100.6	99.1	100.4	100.7
1891.....	101.4	99.3	100.1	98.7	102.7	100.6
1892.....	102.2	99.9	100.5	97.9	102.4	101.0
1893.....	100.5	98.7	101.2	98.4	97.1	99.9
1894.....	95.2	100.4	99.9	99.3	96.2	97.8
1895.....	97.3	100.8	99.3	100.1	98.3	98.7
1896.....	97.7	99.4	99.7	99.9	97.2	98.7
1897.....	100.3	98.9	98.9	100.6	99.1	99.6
1898.....	100.6	102.2	98.6	103.8	100.4	100.4
1899.....	102.5	102.6	100.9	103.8	106.3	102.6
1900.....	105.7	103.9	104.2	109.3	107.1	105.6
1901.....	109.2	104.0	110.3	110.5	107.8	109.0
1902.....	113.3	109.3	116.8	119.9	112.5	114.7
1903.....	109.9	114.7	114.7	113.4	111.7	112.6
1904.....	112.9	114.6	116.5	113.9	110.9	114.1

PORK, FRESH.

Year.	North At- lantic States.	South At- lantic States.	North Cen- tral States.	South Cen- tral States.	Western States.	United States.
1890.....	97.5	94.2	96.0	97.9	100.7	97.0
1891.....	100.0	97.7	96.6	98.2	100.6	98.7
1892.....	101.0	98.7	100.4	98.1	101.4	100.5
1893.....	109.5	105.0	105.3	103.8	97.7	107.0
1894.....	103.4	100.3	100.2	101.2	98.4	101.8
1895.....	99.2	102.1	99.4	100.0	101.4	99.7
1896.....	96.2	100.2	98.0	99.6	99.9	97.4
1897.....	96.1	97.7	99.3	99.4	99.5	97.6
1898.....	97.2	100.5	100.7	98.6	96.3	98.6
1899.....	99.8	103.5	103.9	103.1	104.0	101.7
1900.....	106.9	107.4	109.6	105.4	107.8	107.7
1901.....	117.9	118.5	119.4	115.3	110.5	117.9
1902.....	127.9	132.7	129.6	127.3	117.4	128.3
1903.....	128.4	130.5	126.3	123.3	114.7	127.0
1904.....	125.2	127.7	122.5	118.8	116.3	124.0

TABLE II.—RELATIVE RETAIL PRICES OF FOOD, 1890 TO 1904—Continued.

[Average price for 1890-1899 = 100.0.]

PORK, SALT, BACON.

Year.	North At- lantic States.	South At- lantic States.	North Cen- tral States.	South Cen- tral States.	Western States.	United States.
1890.....	95.0	98.0	95.5	94.9	99.6	95.8
1891.....	96.3	98.2	95.8	95.4	100.7	96.6
1892.....	98.9	100.3	98.2	100.3	100.9	99.1
1893.....	109.5	102.9	109.0	112.3	111.6	109.0
1894.....	104.3	99.3	103.3	104.6	105.5	103.6
1895.....	98.8	99.9	97.6	99.1	100.2	99.4
1896.....	97.2	96.5	97.4	94.6	94.3	96.7
1897.....	98.2	98.9	97.2	96.2	93.4	97.4
1898.....	99.3	99.3	102.1	101.2	96.4	100.2
1899.....	102.3	106.6	104.0	101.3	97.5	102.9
1900.....	109.3	108.7	111.6	110.2	104.0	109.7
1901.....	120.3	119.2	124.4	122.0	111.7	121.0
1902.....	134.6	132.6	137.8	141.6	127.3	135.6
1903.....	137.5	134.6	141.2	152.5	137.5	139.8
1904.....	133.8	131.8	140.6	151.2	137.4	137.9

PORK, SALT, DRY OR PICKLED.

Year.	North At- lantic States.	South At- lantic States.	North Cen- tral States.	South Cen- tral States.	Western States.	United States.
1890.....	94.9	95.8	96.2	87.3	111.1	95.3
1891.....	98.9	97.1	99.8	94.2	111.1	98.9
1892.....	100.7	96.7	101.2	99.4	111.1	100.5
1893.....	109.9	99.5	110.5	107.1	111.1	108.7
1894.....	103.9	97.1	104.1	106.5	111.1	103.4
1895.....	100.2	99.0	96.8	107.3	106.5	99.2
1896.....	96.5	100.7	92.9	98.1	83.3	95.5
1897.....	97.0	100.1	97.0	97.8	83.3	97.3
1898.....	98.1	105.9	98.7	97.5	83.3	99.1
1899.....	99.3	108.1	102.8	104.9	87.9	101.8
1900.....	106.1	113.9	107.3	113.4	94.9	107.7
1901.....	112.7	129.9	118.5	129.2	83.3	117.5
1902.....	129.2	147.7	131.4	145.2	83.3	132.5
1903.....	124.7	144.8	128.6	142.1	83.3	129.0
1904.....	120.5	139.4	125.6	140.6	83.4	125.8

PORK, SALT, HAM.

Year.	North At- lantic States.	South At- lantic States.	North Cen- tral States.	South Cen- tral States.	Western States.	United States.
1890.....	98.7	98.0	99.0	96.2	102.5	98.7
1891.....	98.6	99.3	99.7	98.6	104.0	99.3
1892.....	101.6	100.5	102.3	102.6	104.8	101.9
1893.....	110.1	105.3	110.8	103.6	112.8	109.3
1894.....	102.4	100.4	101.3	102.1	103.4	101.9
1895.....	98.3	99.7	99.3	100.2	96.6	98.8
1896.....	97.8	99.4	97.4	96.6	94.4	97.6
1897.....	98.5	99.2	97.4	99.1	94.9	98.2
1898.....	94.4	98.8	94.0	100.2	90.6	95.1
1899.....	99.4	99.4	98.9	100.9	95.9	99.2
1900.....	105.6	102.7	106.3	108.4	102.7	105.3
1901.....	110.8	107.6	111.6	112.1	103.9	110.2
1902.....	119.1	114.4	122.8	123.6	114.9	119.4
1903.....	121.6	118.1	122.0	128.3	116.2	121.3
1904.....	118.7	114.0	118.8	127.3	114.5	118.4

POTATOES, IRISH.

Year.	North At- lantic States.	South At- lantic States.	North Cen- tral States.	South Cen- tral States.	Western States.	United States.
1890.....	109.4	105.0	109.2	106.5	123.9	109.3
1891.....	114.2	112.6	123.1	118.5	110.9	116.6
1892.....	96.7	94.3	95.7	89.5	95.7	95.7
1893.....	110.5	112.1	116.9	111.2	106.3	112.3
1894.....	100.5	101.3	109.0	101.9	89.8	102.6
1895.....	90.7	94.8	93.8	92.8	85.0	91.8
1896.....	79.3	79.0	70.0	79.6	86.2	77.0
1897.....	95.8	83.9	87.2	97.6	87.0	93.0
1898.....	106.6	107.7	104.3	104.0	92.5	105.4
1899.....	96.1	99.3	90.6	98.2	122.7	96.1
1900.....	94.0	98.1	89.6	93.9	99.8	93.5
1901.....	113.8	114.6	123.7	116.0	116.2	116.8
1902.....	114.3	115.2	124.5	106.8	120.2	117.0
1903.....	113.4	109.8	121.4	111.0	106.6	114.8
1904.....	121.0	114.4	123.7	115.0	125.7	121.3

TABLE II.—RELATIVE RETAIL PRICES OF FOOD, 1890 TO 1904—Continued.

[Average price for 1890-1899=100.0.]

PRUNES.

Year.	North At- lantic States.	South At- lantic States.	North Cen- tral States.	South Cen- tral States.	Western States.	United States.
1890.....	120.4	109.4	116.5	110.5	118.0	116.8
1891.....	118.2	109.4	118.8	109.7	119.8	116.5
1892.....	114.9	109.4	113.8	110.6	115.1	113.5
1893.....	117.0	109.4	119.3	112.7	109.7	115.6
1894.....	98.9	100.4	100.3	101.5	101.4	109.9
1895.....	92.3	104.0	92.7	93.6	98.0	94.2
1896.....	85.9	90.1	84.9	89.0	89.5	86.8
1897.....	83.3	86.3	84.3	88.5	81.3	84.3
1898.....	85.5	86.3	85.6	92.4	83.0	86.3
1899.....	83.6	86.3	83.7	91.5	85.7	85.1
1900.....	81.7	86.3	82.1	88.3	80.2	83.0
1901.....	81.7	86.3	79.2	91.5	79.1	82.6
1902.....	80.0	86.3	81.3	98.0	81.2	83.4
1903.....	82.4	86.3	77.1	81.4	69.6	80.2
1904.....	81.5	83.9	76.6	82.7	69.0	79.6

RICE.

1890.....	101.2	100.5	101.8	99.7	102.5	101.3
1891.....	102.6	100.9	102.9	101.6	105.8	102.5
1892.....	101.4	101.2	100.9	99.8	104.0	101.3
1893.....	98.1	100.4	98.1	98.1	97.6	98.4
1894.....	98.5	100.3	99.6	99.8	96.1	99.0
1895.....	98.0	99.1	98.8	100.2	96.0	98.8
1896.....	96.7	98.1	96.7	97.7	91.6	96.7
1897.....	98.1	98.6	97.7	96.8	96.1	97.9
1898.....	101.8	100.3	101.5	102.3	104.6	101.7
1899.....	102.7	100.5	102.0	103.7	105.7	102.4
1900.....	102.7	102.0	101.1	104.5	106.3	102.4
1901.....	102.9	103.3	103.4	107.6	105.6	103.5
1902.....	102.3	104.1	104.3	106.0	107.3	103.5
1903.....	103.7	104.2	103.3	107.0	104.2	103.9
1904.....	102.0	102.6	100.1	104.6	100.7	101.6

SUGAR.

1890.....	119.9	115.8	116.3	121.4	122.6	118.6
1891.....	101.9	103.1	102.8	105.5	109.0	102.7
1892.....	94.8	99.4	96.4	99.7	99.9	96.2
1893.....	101.5	103.7	100.9	100.1	102.9	101.5
1894.....	92.4	97.1	94.2	96.6	97.5	93.8
1895.....	91.4	92.3	92.2	93.5	90.1	91.8
1896.....	97.1	94.1	97.2	96.0	91.2	96.6
1897.....	96.2	93.1	96.3	94.7	92.9	95.7
1898.....	102.4	99.8	101.1	95.7	99.4	101.3
1899.....	102.2	101.7	102.5	96.8	94.7	101.7
1900.....	106.2	105.9	104.3	98.3	97.5	104.9
1901.....	104.2	104.6	102.5	94.2	96.3	103.0
1902.....	97.0	97.3	96.3	90.7	81.2	96.0
1903.....	97.2	97.4	95.1	92.1	90.9	96.1
1904.....	102.1	99.8	101.7	98.9	101.0	101.9

TEA.

1890.....	100.0	100.0	99.8	98.6	101.1	100.0
1891.....	100.3	100.8	100.7	99.0	99.8	100.4
1892.....	100.2	100.8	100.6	99.5	97.4	100.2
1893.....	100.1	100.8	100.3	99.8	98.1	100.1
1894.....	99.2	100.2	96.9	99.1	98.2	98.7
1895.....	99.1	100.2	96.3	99.6	97.2	98.5
1896.....	99.0	99.1	98.1	99.9	97.5	98.8
1897.....	98.7	99.1	97.5	100.1	97.9	98.5
1898.....	100.6	99.1	101.3	100.8	101.7	100.7
1899.....	103.1	99.3	108.5	103.6	111.0	104.4
1900.....	103.5	99.7	111.1	105.8	110.8	105.5
1901.....	104.0	100.2	114.1	107.5	113.2	106.7
1902.....	104.3	100.5	114.8	108.8	113.7	107.2
1903.....	103.5	98.1	112.9	107.5	114.4	106.0
1904.....	103.5	98.1	112.0	107.5	114.9	105.8

TABLE III.—RELATIVE RETAIL PRICES OF FOOD, 1890 TO 1904—Concluded.

[Average price for 1890-1899=100.0.]

VEAL.

Year.	North At- lantic States.	South At- lantic States.	North Cen- tral States.	South Cen- tral States.	Western States.	United States.
1890.....	99.9	96.8	97.2	97.0	105.8	98.8
1891.....	100.5	99.8	97.6	99.3	104.5	99.6
1892.....	100.2	101.5	98.7	98.5	104.0	100.0
1893.....	99.7	101.9	100.8	99.3	96.2	100.0
1894.....	98.4	100.3	99.9	99.3	92.5	98.7
1895.....	98.1	98.9	100.0	99.3	92.9	98.5
1896.....	99.7	99.7	99.7	101.5	96.5	99.5
1897.....	99.1	100.1	100.1	101.8	99.1	99.9
1898.....	101.2	99.6	101.0	101.8	103.6	101.2
1899.....	103.1	101.4	105.0	102.2	106.0	103.7
1900.....	104.1	103.9	106.3	101.9	106.1	104.9
1901.....	107.5	106.5	111.0	106.6	109.1	108.8
1902.....	117.6	110.0	117.0	112.1	110.7	115.2
1903.....	119.7	110.0	116.3	106.0	111.8	114.9
1904.....	120.5	110.6	116.8	105.8	113.0	115.5

VINEGAR.

Year.	North At- lantic States.	South At- lantic States.	North Cen- tral States.	South Cen- tral States.	Western States.	United States.
1890.....	103.7	104.2	103.6	98.2	99.6	102.9
1891.....	108.4	103.0	105.6	102.1	99.6	105.5
1892.....	104.0	98.1	105.1	101.7	99.6	102.7
1893.....	97.6	98.7	101.9	101.8	99.6	99.5
1894.....	98.4	99.3	101.6	101.5	99.6	99.8
1895.....	97.6	99.3	101.2	97.9	99.6	98.9
1896.....	97.2	99.3	96.0	95.7	99.6	97.2
1897.....	97.3	99.3	96.0	96.7	99.6	97.4
1898.....	97.5	99.3	94.4	102.2	101.1	97.9
1899.....	98.3	99.3	94.8	101.8	102.6	98.3
1900.....	97.4	99.3	96.0	104.6	102.6	98.5
1901.....	96.8	99.3	95.4	110.0	104.7	98.9
1902.....	96.3	99.3	96.1	107.1	111.9	99.5
1903.....	96.3	99.3	96.7	106.9	111.9	99.1
1904.....	96.8	98.6	96.5	107.3	111.9	98.9

LAWS RELATING TO CHILD LABOR IN EUROPEAN COUNTRIES.

The following is a résumé of the laws regulating child labor in Austria, Belgium, France, Germany, Great Britain, Italy, and Switzerland.^(a) These countries have been selected as the most important industrially, although other European countries have also passed laws on this subject. In connection with the laws, the statistics of the employment of children are given as far as available. Unless otherwise stated, the hours of labor wherever given mean the hours of actual work exclusive of periods of rest.

AUSTRIA.

Laws.—The labor of children in Austria is regulated by the laws of June 21, 1884, and March 8, 1885.

Establishments affected.—Industrial establishments regulated by the above laws are classed as factories and workshops. In general, an establishment which employs more than 20 persons, or one in which machinery is used, is considered as a factory, while other industrial establishments are designated as workshops.

Minimum age.—Children under 12 years of age are not to be employed in workshops. Children from 12 to 14 years of age may be employed only in such work as is not injurious to their physical development and does not prevent their attendance at school.

Children under 14 years of age are not to be employed in factories, and children from 14 to 16 years of age may be employed only in the "lighter work" of factories.

In mining enterprises, only children who have completed their fourteenth year may be employed. Under special conditions, the local officials may permit the employment of children from 12 to 14 years of age in the "lighter work," if such employment does not interfere with school attendance. Males under 16 and females under 18 years may be employed only in those occupations which the executive officials decide is not detrimental to their physical development. No female may be employed underground.

^a Summaries of the laws relating to child labor in New Zealand and Australia have been given in the articles concerning labor conditions in those countries, pages 1257 to 1263, Bulletin No. 49; and pages 169, 170, 173, 174, Bulletin No. 56.

Hours of labor.—Children under 14 years of age employed in workshops may not work more than 8 hours per day. The hours of labor of other persons may not exceed 11 per day. There must be a recess of not less than 1½ hours per day.

Night and Sunday work.—Night work from 8 p. m. to 5 a. m. is forbidden for males under 16 and for all females. The law of January 16, 1895, provides that, with certain specified exceptions, all industrial labor shall cease on Sunday.

Certificates.—The employers must keep special lists of employees subject to the provisions of the child-labor laws. The children must have complied with the regulations regarding school attendance and health qualifications.

Exemptions.—The minister of commerce is authorized to grant certain classes of temporary and permanent exemptions from the provisions stated above. He is also authorized to place certain restrictions on industries or occupations regarded as dangerous for children.

Statistics.—The statistical returns of the factory inspectors show only the number of persons employed in the establishments visited by them. For the years 1902 and 1903 the data are as follows:

NUMBER OF YOUNG PERSONS AND ADULTS IN AUSTRIA EMPLOYED IN ESTABLISHMENTS VISITED BY THE FACTORY INSPECTORS, 1902 AND 1903.

[Source: Soziale Rundschau 1904 (Bd. II), p. 412.]

	Number.		Per cent.	
	1902.	1903.	1902.	1903.
Adults.....	728,408	744,264	94.2	94.2
Young persons.....	44,948	45,619	5.8	5.8

BELGIUM.

Laws.—The labor of children in Belgium is regulated by the law of December 13, 1889, modified by a number of royal decrees, the most important of which are the decrees of December 26, 1892, March 15, 1893, May 16, 1893, February 19, 1895, and July 6, 1904.

Establishments affected.—The above-named law and decrees apply to mines, quarries, factories, and industrial establishments using mechanical motive power, as well as to transportation by land and water.

Minimum age.—The employment of children under 12 years of age in any of the establishments named above is prohibited. In mining, females under 21 may not work underground.

Hours of labor.—The hours of labor of males under 16 and of females under 21 years may not exceed 12 per day of actual work in those industries for which special regulations have not been issued in the form of royal decrees.

The royal decree on certain textile industries states that the hours of labor of children in the linen, flax, and jute industries must not exceed 11 per day of actual work; and in the cotton industry, must not exceed 66 hours of actual work per week (with a maximum of $11\frac{1}{2}$ hours of labor on any one day).

Other royal decrees regulating the hours of labor have been issued, the effect of which has been to reduce the actual hours of labor of protected persons to 10 or $10\frac{1}{2}$ hours per day in a large number of industries.

The hours of labor in the establishments affected by the law and decrees mentioned above must be interrupted by periods of rest, which must not be less than $1\frac{1}{2}$ hours per day.

In mining, males under 16 and females from 16 to 21 years may not work longer than $10\frac{1}{2}$ hours per day. For males under 16 working underground, the total duration of the stay underground may not exceed $10\frac{1}{2}$ hours, including the descent, rest period, and ascent. The period of rest must not be less than one-eighth of the time spent underground. The surface workers must have periods of rest of not less than $1\frac{1}{2}$ hours for a working day of $10\frac{1}{2}$ hours, but if the hours of labor are less than $10\frac{1}{2}$ per day, the rest periods may be reduced proportionately.

Night work and Sunday work.—For males under 16 and females under 21 years of age, night work between 9 p. m. and 5 a. m. is prohibited. In mining and in industries carried on continuously, such as the smelting of metals, etc., permission may be granted, allowing males under 16 and females from 16 to 21 years, to be employed at night under certain restrictions.

There must be at least one day of rest per week, though not necessarily on Sunday. In the case of industries carried on continuously, permission may be granted allowing the day of rest to be reduced to one day in fourteen.

Certificates.—A certificate showing age, educational, and other qualifications must be secured by males under 16 and females under 21 years from the local authorities, who supply it free of charge. Employers must keep special lists of employees subject to the provisions of the law and decrees on child labor.

Exemptions.—The King is authorized to make certain restricted exceptions or additions to the provisions of the law.

Statistics.—The following table shows the number of women and children employed in establishments visited by the factory inspectors in the years 1895 to 1900.

NUMBER OF WOMEN AND CHILDREN IN BELGIUM EMPLOYED IN INDUSTRIAL ESTABLISHMENTS VISITED BY THE FACTORY INSPECTORS, 1897 TO 1900.

[Source: Rapports annuels de l'inspection du travail, Office du Travail, Bruxelles, 1897-1900.]

Year.	Number of protected persons under 21 years of age.				Females over 21 years of age.	Total number of work- ers of all ages and both sexes.	Per cent of total number of workers pro- tected.
	Children 12 to 16 years.		Females 16 to 21 years.	Total.			
	Boys.	Girls.					
1897.....	15,392	9,452	17,229	42,073	19,365	210,767	19.96
1898.....	16,939	10,761	18,993	46,693	19,380	235,867	19.80
1899.....	19,810	11,761	21,978	53,549	23,276	252,965	21.17
1900.....	19,031	13,560	23,429	56,020	25,269	273,363	20.49

FRANCE.

Laws.—The labor of children in France is regulated by the law of November 2, 1892, amended by the law of March 30, 1900.

Establishments affected.—Included under the operation of these laws are factories, workshops, mines, and quarries. Workshops in which only members of the family are employed under the direction of the father, mother, or guardian are exempt from the operation of the law. Agricultural and purely mercantile establishments are not included under the operation of the law.

Minimum age.—Before they may be employed in the establishments specified, children must have completed their thirteenth year and have finished the common school course of education. No female of any age may be employed underground.

Hours of labor.—Males under 18 and females of all ages may not be employed more than 10 hours per day. There must be a recess of not less than one hour, and this recess must be held at the same time for all children in the establishment. In mining establishments, the shift for boys 13 to 18 years of age may not exceed 8 hours, and the total length of time spent in the mine may not exceed 10 hours.^(a)

Night and Sunday work.—Work between 9 p. m. and 5 a. m. is forbidden for males under 18 years and all females. Work on more than 6 days per week or on legal holidays is prohibited for males under 18 years and for all females.

Certificates.—Children under 16 years of age may be required by the executive authorities to undergo a special physical examination before being employed in certain occupations. Children under 18 must possess employment certificates showing that they are physically able to perform the work at which they wish to be employed. The certificates must also show the age and schooling qualifications of the child. The employers must keep special lists of employees subject to the child-labor laws.

^aThe law of July 2, 1905, which goes into force on January 2, 1906, restricts the hours of labor of all underground workers in mines of combustible minerals to 9 per day; after January 2, 1908, the hours will be reduced to 8½ per day, and after January 2, 1910, to 8 per day.

TABLE II.—RELATIVE RETAIL PRICES OF FOOD, 1890 TO 1904—Continued.

[Average price for 1890-1899=100.0.]

MILK, FRESH.

Year.	North At- lantic States.	South At- lantic States.	North Cen- tral States.	South Cen- tral States.	Western States.	United States.
1890.....	100.5	101.5	100.0	100.5	100.7	100.5
1891.....	100.5	101.5	100.0	100.5	100.7	100.5
1892.....	100.8	101.5	100.0	98.9	100.7	100.6
1893.....	100.5	101.5	100.1	98.9	100.7	100.4
1894.....	100.0	101.5	100.1	98.9	100.7	100.2
1895.....	100.0	98.9	100.5	99.4	100.8	100.0
1896.....	99.7	98.1	100.5	101.2	100.8	99.9
1897.....	99.6	98.4	100.3	101.2	98.9	99.7
1898.....	99.2	98.4	100.1	101.2	98.1	99.4
1899.....	99.3	98.5	98.4	99.5	98.1	98.9
1900.....	100.8	99.1	98.9	99.5	98.1	99.9
1901.....	102.0	100.6	100.5	99.5	98.1	101.1
1902.....	104.3	102.1	102.5	103.6	99.2	103.3
1903.....	106.4	102.8	105.8	107.6	104.6	105.8
1904.....	107.4	103.1	106.1	108.4	103.3	106.3

MOLASSES.

Year.	North At- lantic States.	South At- lantic States.	North Cen- tral States.	South Cen- tral States.	Western States.	United States.
1890.....	104.7	101.7	106.0	104.5	104.3	104.7
1891.....	101.6	100.9	101.6	102.3	104.0	101.7
1892.....	101.1	100.2	101.4	101.3	102.8	101.2
1893.....	100.7	99.6	100.7	99.0	102.8	100.6
1894.....	100.1	100.4	100.6	99.4	102.0	100.3
1895.....	98.9	100.4	99.3	98.4	97.6	99.0
1896.....	98.6	99.5	99.5	100.5	92.9	98.7
1897.....	97.6	99.3	97.9	96.9	95.3	97.7
1898.....	98.0	98.6	96.7	100.2	99.0	97.9
1899.....	98.7	99.4	96.4	97.6	99.2	98.2
1900.....	102.3	98.7	103.0	105.8	100.3	102.2
1901.....	100.9	97.7	102.3	106.0	101.9	101.3
1902.....	101.6	97.7	103.8	106.8	102.9	102.1
1903.....	103.6	95.9	105.8	109.3	103.9	103.8
1904.....	104.3	95.9	105.0	109.3	104.3	104.0

MUTTON AND LAMB.

Year.	North At- lantic States.	South At- lantic States.	North Cen- tral States.	South Cen- tral States.	Western States.	United States.
1890.....	102.3	97.8	100.6	99.1	100.4	100.7
1891.....	101.4	99.3	100.1	98.7	102.7	100.6
1892.....	102.2	99.9	100.5	97.9	102.4	101.0
1893.....	100.5	98.7	101.2	98.4	97.1	99.9
1894.....	95.2	100.4	99.9	99.3	96.2	97.8
1895.....	97.3	100.8	99.3	100.1	98.3	98.7
1896.....	97.7	99.4	99.7	99.9	97.2	98.7
1897.....	100.3	98.9	98.9	100.6	99.1	99.6
1898.....	100.6	102.2	98.6	103.8	100.4	100.4
1899.....	102.5	102.6	100.9	103.8	106.3	102.6
1900.....	105.7	103.9	104.2	109.3	107.1	105.6
1901.....	109.2	104.0	110.3	110.5	107.8	109.0
1902.....	113.3	109.3	116.8	119.9	112.5	114.7
1903.....	109.9	114.7	114.7	113.4	111.7	112.6
1904.....	112.9	114.6	116.5	113.9	110.9	114.1

PORK, FRESH.

Year.	North At- lantic States.	South At- lantic States.	North Cen- tral States.	South Cen- tral States.	Western States.	United States.
1890.....	97.5	94.2	96.0	97.9	100.7	97.0
1891.....	100.0	97.7	96.6	98.2	100.6	98.7
1892.....	101.0	98.7	100.4	98.1	101.4	100.5
1893.....	109.5	105.0	105.3	103.8	97.7	107.0
1894.....	103.4	100.3	100.2	101.2	98.4	101.8
1895.....	99.2	102.1	99.4	100.0	101.4	99.7
1896.....	96.2	100.2	98.0	99.6	99.9	97.4
1897.....	96.1	97.7	99.3	99.4	99.5	97.6
1898.....	97.2	100.5	100.7	98.6	96.3	98.6
1899.....	99.8	103.5	103.9	103.1	104.0	101.7
1900.....	106.9	107.4	109.6	105.4	107.8	107.7
.....	117.9	118.5	119.4	115.3	110.5	117.9
.....	127.9	132.7	129.6	127.3	117.4	128.3
.....	128.4	130.5	126.3	123.3	114.7	127.0
.....	125.2	127.7	122.5	118.8	116.3	124.0

TABLE II.—RELATIVE RETAIL PRICES OF FOOD, 1890 TO 1904—Continued.

[Average price for 1890-1899 = 100.0.]

PORK, SALT, BACON.

Year.	North At- lantic States.	South At- lantic States.	North Cen- tral States.	South Cen- tral States.	Western States.	United States.
1890.....	95.0	98.0	95.5	94.9	99.6	95.8
1891.....	96.3	98.2	95.8	95.4	100.7	96.6
1892.....	98.9	100.3	98.2	100.3	100.9	99.1
1893.....	109.5	102.9	109.0	112.3	111.6	109.0
1894.....	104.3	99.3	103.3	104.6	105.5	103.6
1895.....	98.8	99.9	97.6	99.1	100.2	99.4
1896.....	97.2	96.5	97.4	94.6	94.3	96.7
1897.....	98.2	98.9	97.2	96.2	93.4	97.4
1898.....	99.3	99.3	102.1	101.2	96.4	100.2
1899.....	102.3	106.6	104.0	101.3	97.5	102.9
1900.....	109.3	108.7	111.6	110.2	104.0	109.7
1901.....	120.3	119.2	124.4	122.0	111.7	121.0
1902.....	134.6	132.6	137.8	141.6	127.3	135.6
1903.....	137.5	134.6	141.2	152.5	137.5	139.8
1904.....	133.8	131.8	140.6	151.2	137.4	137.9

PORK, SALT, DRY OR PICKLED.

1890.....	94.9	95.8	96.2	87.3	111.1	95.3
1891.....	98.9	97.1	99.8	94.2	111.1	98.9
1892.....	100.7	96.7	101.2	99.4	111.1	100.5
1893.....	109.9	99.5	110.5	107.1	111.1	108.7
1894.....	103.9	97.1	104.1	106.5	111.1	103.4
1895.....	100.2	99.0	96.8	107.3	106.5	99.2
1896.....	96.5	100.7	92.9	98.1	83.3	95.5
1897.....	97.0	100.1	97.0	97.8	83.3	97.3
1898.....	98.1	105.9	98.7	97.5	83.3	99.1
1899.....	99.3	108.1	102.8	104.9	87.9	101.8
1900.....	106.1	113.9	107.3	113.4	94.9	107.7
1901.....	112.7	129.9	118.5	129.2	83.3	117.5
1902.....	129.2	147.7	131.4	145.2	83.3	132.5
1903.....	124.7	144.8	128.6	142.1	83.3	129.0
1904.....	120.5	139.4	125.6	140.6	83.4	125.8

PORK, SALT, HAM.

1890.....	98.7	98.0	99.0	96.2	102.5	98.7
1891.....	98.6	99.3	99.7	98.6	104.0	99.3
1892.....	101.6	100.5	102.3	102.6	104.8	101.9
1893.....	110.1	105.3	110.8	103.6	112.8	109.3
1894.....	102.4	100.4	101.3	102.1	103.4	101.9
1895.....	98.3	99.7	99.3	100.2	96.6	98.8
1896.....	97.8	99.4	97.4	96.6	94.4	97.6
1897.....	98.5	99.2	97.4	99.1	94.9	98.2
1898.....	94.4	98.8	94.0	100.2	90.6	95.1
1899.....	99.4	99.4	98.9	100.9	95.9	99.2
1900.....	105.6	102.7	106.3	108.4	102.7	105.3
1901.....	110.8	107.6	111.6	112.1	103.9	110.2
1902.....	119.1	114.4	122.8	123.6	114.9	119.4
1903.....	121.6	118.1	122.0	128.3	116.2	121.3
1904.....	118.7	114.0	118.8	127.3	114.5	118.4

POTATOES, IRISH.

1890.....	109.4	105.0	109.2	106.5	123.9	109.3
1891.....	114.2	112.6	123.1	118.5	110.9	116.6
1892.....	96.7	94.3	95.7	89.5	95.7	95.7
1893.....	110.5	112.1	116.9	111.2	106.3	112.3
1894.....	100.5	101.3	109.0	101.9	89.8	102.6
1895.....	90.7	94.8	93.8	92.8	85.0	91.8
1896.....	79.3	79.0	70.0	79.6	86.2	77.0
1897.....	95.8	93.9	87.2	97.6	87.0	93.0
1898.....	106.6	107.7	104.3	104.0	92.5	105.4
1899.....	96.1	99.3	90.6	98.2	122.7	96.1
1900.....	94.0	98.1	89.6	93.9	99.8	93.5
1901.....	113.8	114.6	123.7	116.0	116.2	116.8
1902.....	114.3	115.2	124.5	106.8	120.2	117.0
1903.....	113.4	109.8	121.4	111.0	106.6	114.8
1904.....	121.0	114.4	123.7	115.0	125.7	121.3

TABLE II.—RELATIVE RETAIL PRICES OF FOOD, 1890 TO 1904—Continued.

[Average price for 1890-1899=100.0.]

PRUNES.

Year.	North At- lantic States.	South At- lantic States.	North Cen- tral States.	South Cen- tral States.	Western States.	United States.
1890.....	120.4	109.4	110.5	110.5	118.0	116.8
1891.....	118.2	109.4	118.8	109.7	119.8	116.5
1892.....	114.9	109.4	113.8	110.6	115.1	113.5
1893.....	117.0	109.4	119.3	112.7	109.7	115.6
1894.....	98.9	109.4	100.3	101.5	101.4	109.9
1895.....	92.3	104.0	92.7	93.6	98.0	94.2
1896.....	85.9	90.1	84.9	89.0	80.5	86.8
1897.....	83.3	86.3	84.3	88.5	81.3	84.3
1898.....	85.5	86.3	85.6	92.4	83.0	89.3
1899.....	83.6	86.3	83.7	91.5	85.7	85.1
1900.....	81.7	86.3	82.1	88.3	80.2	83.0
1901.....	81.7	86.3	79.2	91.5	79.1	82.6
1902.....	80.0	86.3	81.3	98.0	81.2	83.4
1903.....	82.4	86.3	77.1	81.4	69.6	80.2
1904.....	81.5	83.9	76.6	82.7	69.0	79.6

RICE.

1890.....	101.2	100.5	101.8	99.7	102.5	101.3
1891.....	102.6	100.9	102.9	101.6	105.8	102.5
1892.....	101.4	101.2	100.9	99.8	104.0	101.3
1893.....	98.1	100.4	98.1	98.1	97.6	98.4
1894.....	98.5	100.3	99.6	99.8	96.1	99.0
1895.....	98.9	99.1	98.8	100.2	96.0	98.8
1896.....	96.7	98.1	96.7	97.7	91.6	96.7
1897.....	98.1	98.6	97.7	96.8	96.1	97.9
1898.....	101.8	100.3	101.5	102.3	104.6	101.7
1899.....	102.7	100.5	102.0	103.7	105.7	102.4
1900.....	102.7	102.0	101.1	104.5	106.3	102.4
1901.....	102.9	103.3	103.4	107.6	105.6	103.5
1902.....	102.3	104.1	104.3	106.0	107.3	103.5
1903.....	103.7	104.2	103.3	107.0	104.2	103.9
1904.....	102.0	102.6	100.1	104.6	100.7	101.6

SUGAR.

1890.....	119.0	115.8	116.3	121.4	122.6	118.6
1891.....	101.9	103.1	102.8	105.5	109.0	102.7
1892.....	94.8	99.4	96.4	99.7	99.9	96.2
1893.....	101.5	103.7	100.9	100.1	102.9	101.5
1894.....	92.4	97.1	94.2	96.6	97.5	93.8
1895.....	91.4	92.3	92.2	93.5	90.1	91.8
1896.....	97.1	94.1	97.2	96.0	91.2	96.6
1897.....	96.2	93.1	96.3	94.7	92.9	95.7
1898.....	102.4	99.8	101.1	95.7	99.4	101.3
1899.....	102.2	101.7	102.5	96.8	94.7	101.7
1900.....	106.2	105.9	104.3	98.3	97.5	104.9
1901.....	104.2	104.6	102.5	94.2	96.3	103.0
1902.....	97.0	97.3	96.3	90.7	81.2	96.0
1903.....	97.2	97.4	95.1	92.1	90.9	96.1
1904.....	102.1	99.8	101.7	98.9	101.0	101.9

TEA.

1890.....	100.0	100.6	99.8	98.6	101.1	109.0
1891.....	100.3	100.8	100.7	99.0	99.8	100.4
1892.....	100.2	100.8	100.6	99.5	97.4	106.2
1893.....	100.1	100.8	100.3	99.8	98.1	100.1
1894.....	99.2	100.2	96.9	99.1	98.2	98.7
1895.....	99.1	100.2	96.3	99.6	97.2	98.5
1896.....	99.0	99.1	98.1	99.9	97.5	98.8
1897.....	98.7	99.1	97.5	100.1	97.9	98.5
1898.....	100.6	99.1	101.3	100.8	101.7	100.7
1899.....	103.1	99.3	108.5	103.6	111.0	104.4
1900.....	103.5	99.7	111.1	105.8	110.8	105.5
1901.....	104.0	100.2	114.1	107.5	113.2	106.7
1902.....	104.3	100.5	114.8	108.8	113.7	107.2
1903.....	103.5	98.1	112.9	107.5	114.4	106.0
1904.....	103.5	98.1	112.0	107.5	114.9	105.8

TABLE III.—RELATIVE RETAIL PRICES OF FOOD, 1890 TO 1904—Concluded.

[Average price for 1890-1899=100.0.]

VEAL.

Year.	North At- lantic States.	South At- lantic States.	North Cen- tral States.	South Cen- tral States.	Western States.	United States.
1890.....	99.9	96.8	97.2	97.0	105.8	98.8
1891.....	100.5	99.8	97.6	99.3	104.5	99.6
1892.....	100.2	101.5	98.7	98.5	104.0	100.0
1893.....	99.7	101.9	100.8	99.3	96.2	100.0
1894.....	98.4	100.3	99.9	99.3	92.5	98.7
1895.....	98.1	98.9	100.0	99.3	92.9	98.5
1896.....	99.7	99.7	99.7	101.5	96.5	99.5
1897.....	99.1	100.1	100.1	101.8	99.1	99.9
1898.....	101.2	99.6	101.0	101.8	103.6	101.2
1899.....	103.1	101.4	105.0	102.2	106.0	103.7
1900.....	104.1	103.9	106.3	101.9	106.1	104.9
1901.....	107.5	106.5	111.0	106.6	109.1	108.8
1902.....	117.8	110.0	117.0	112.1	110.7	115.2
1903.....	119.7	110.0	116.3	106.0	111.8	114.9
1904.....	120.5	110.6	116.8	105.8	113.0	115.5

VINEGAR.

Year.	North At- lantic States.	South At- lantic States.	North Cen- tral States.	South Cen- tral States.	Western States.	United States.
1890.....	103.7	104.2	103.6	98.2	99.6	102.0
1891.....	108.4	103.0	105.6	102.1	99.6	105.5
1892.....	104.0	98.1	105.1	101.7	99.6	102.7
1893.....	97.6	98.7	101.9	101.8	99.6	99.5
1894.....	98.4	99.3	101.5	101.5	99.6	99.8
1895.....	97.6	99.3	101.2	97.9	99.6	98.9
1896.....	97.2	99.3	96.0	95.7	99.6	97.2
1897.....	97.3	99.3	96.0	96.7	99.6	97.4
1898.....	97.5	99.3	94.4	102.2	101.1	97.9
1899.....	98.3	99.3	94.8	101.8	102.6	98.3
1900.....	97.4	99.3	96.0	104.6	102.6	98.5
1901.....	96.8	99.3	95.4	110.0	104.7	98.9
1902.....	96.3	99.3	96.1	107.1	111.9	99.5
1903.....	96.3	99.3	96.7	106.9	111.9	99.1
1904.....	95.8	98.6	96.5	107.3	111.9	98.9

approximately the extent of such child labor and its distribution in the several branches of industry.

The total number of children under 14 years of age engaged in industrial establishments other than factories in 1898 was found to be 532,283. Making allowance for the territory omitted, the report estimates that this number formed 6.53 per cent of the children of school age.

The branch of industry and the number and per cent of children employed in each in 1898 are shown in the first of the following tables, while the second shows the number of children employed in factories for the years indicated:

NUMBER AND PER CENT OF CHILDREN IN GERMANY UNDER 14 YEARS OF AGE ENGAGED IN INDUSTRIAL (I. E., NONAGRICULTURAL) ESTABLISHMENTS OTHER THAN FACTORIES IN 1898.

[Source: Vierteljahrshefte zur Stat. d. Deutschen Reichs, 1900, p. III, 101.]

	Number.				Per cent.			
	Boys.	Girls.	Sex not reported.	Total.	Boys.	Girls.	Sex not reported.	Total.
Industry.....	72,428	59,318	175,077	306,823	37.82	55.09	75.11	57.64
Commerce.....	7,507	4,540	5,576	17,623	3.92	4.22	2.39	3.31
Transportation.....	2,014	163	514	2,691	1.05	.15	.22	.51
Hotels and restaurants.....	12,757	2,168	6,695	21,620	6.66	2.01	2.87	4.06
Delivery of merchandise, etc.....	67,188	36,966	31,676	135,830	35.09	34.33	13.59	25.52
Ordinary errand work.....	23,321	2,134	10,454	35,909	12.18	1.98	4.48	6.75
Miscellaneous.....	6,281	2,387	3,119	11,787	3.28	2.22	1.34	2.21
Total.....	191,496	107,676	233,111	532,283	100.00	100.00	100.00	100.00

NUMBER OF CHILDREN AND OF FEMALES IN GERMANY UNDER 21 YEARS OF AGE EMPLOYED IN FACTORIES, 1898 TO 1903.

[Source: Vierteljahrshefte zur Stat. d. Deutschen Reichs, 1900-1903.]

Year.	Number of children employed.						Females 16-21 years of age.	
	Children under 14 years of age.		Children 14 to 16 years of age.		Total male.	Total female.		Total, both sexes.
	Male.	Female.	Male.	Female.				
1898.....	4,301	2,771	184,502	91,884	188,803	94,655	283,458	288,553
1899.....	4,497	2,911	196,481	98,664	200,978	101,575	302,553	297,387
1900.....	5,952	3,395	231,807	103,040	237,759	106,435	344,194	311,193
1901.....	5,948	3,580	240,938	100,545	246,886	104,125	351,011	310,397
1902.....	4,678	3,399	215,074	101,229	219,752	104,628	324,380	314,624
1903.....	5,391	3,528	221,744	106,175	227,135	109,703	336,838	328,535

GREAT BRITAIN.

Laws.—The labor of children in factories and workshops in Great Britain is regulated by two comparatively recent acts: First, the law of August 17, 1901 (the Factory and Workshop Act, 1901), and, second, the law of August 14, 1903 (the Employment of Children Act, 1903). The first law is practically a codification of the existing laws relating to factories and workshops, while the second law confers

upon the authorities of the local governments the power of making regulations supplementary to the specifications of the first-named law. Such regulations by the local authorities must be confirmed by the secretary of state before being put in force. The secretary must consider any objections which interested parties may file in connection with a proposed local regulation, and is given authority to make investigations into local conditions.

Section 9 of the law of 1903 provides that no regulation made by local authorities shall apply to children over 12 years of age employed in pursuance of the law of 1901, or in the case of the mining industries to children employed under the provisions of the Metalliferous Mines Regulation Act of 1872, or the Coal Mines Regulation Act of 1887. The last-named act regulates the employment of children in coal and ironstone mining, while the act of 1872 regulates the employment of children in other mines. The Mines (Prohibition of Child Labor Underground) Act, 1900, amends these two laws by prohibiting the employment of children less than 13 years of age underground.

The child-labor regulations of the Factory and Workshop Act apply to quarries, with the exception that clause 3 of the Quarries Act of 1894 permits the employment of young persons in three shifts of not more than 8 hours each.

The regulations for the employment of persons under 18 years of age in mercantile establishments are contained in the Shop Hours Acts of 1892, 1893, and 1895. The employment of children in certain places of amusement is regulated by the Prevention of Cruelty to Children Act of 1894 and the Children's Dangerous Performances Acts of 1879 and 1897. These acts may be supplemented by ordinances of the local authorities under the provisions of the law of 1903; the acts, however, have for their object the prevention of the employment of children in occupations or in places detrimental to morals, or in exhibitions involving risk to life or limb, rather than the regulation of child labor in commerce or industry.

Establishments affected.—The child-labor regulations of the law of 1901 apply to factories and workshops. The term "factory" may be said to include all industrial establishments using mechanical motive power and engaged in the manufacture, repair, or adapting for sale of any article, while a "workshop" is a similar establishment not using mechanical motive power. The law contains a list of establishments, such as electric power-generating stations, etc., which are also to be considered as factories.

The 1903 law authorizes the officials of the local governments to regulate the so-called "street trades." The same authorities also have the power to prohibit, either entirely or partially, the employment of children in establishments engaged in such occupations or industries as they may designate, though the labor of children in

establishments regulated by the law relating to factories and workshops and the two mining laws is not subject to the control of the local authorities.

The Coal Mines Regulation Act applies to coal, ironstone, shale, and fire-clay mines, while the Metalliferous Mines Regulation Act applies to all other mines.

The law of 1901 also specifies that no child or young person may be employed in silvering mirrors or making white lead; a child or female young person may not be employed in melting or annealing glass; a child may not be employed in dry grinding in the metal trades, and females under 16 may not be employed in brickmaking or salt working.

The Shop Hours Acts regulate retail and wholesale shops, markets, stalls, and warehouses in which assistants are employed for hire, as well as licensed public houses and refreshment houses of any kind. The law does not apply to shops where only members of one family are employed and whose dwelling is in a building connected with the shop.

Minimum age.—The term "children" includes persons 12 to 14 years of age; the term "young persons" includes those from 14 to 18 years of age. When a child of 13 has secured the required educational certificate of proficiency he is classed as a young person.

It is forbidden to employ children under 12 years of age in factories and workshops. Children under 11 years of age may not be employed in street trades. The local authorities have power to make regulations concerning street trading for persons under 16 years of age, and in making such rules "shall have special regard to the desirability of preventing the employment of girls under 16 in streets or public places." In their amended form the mining laws prohibit the employment underground of boys less than 13 years of age and of females of any age.

Under the act of 1903 the authorities of the local governments are given power to regulate the age of employment in all cases not covered by the Factory and Workshop Act of 1901 or by the two mining laws.

Hours of labor.—Children 12 to 14 years of age may be employed in factories and workshops only "half time"—i. e., either in the morning, or in the afternoon, or on alternate days. A child may not be employed in two successive weeks in the morning set, or in two successive weeks in the afternoon set, or if employed on alternate days the child may not be employed on the same days for two successive weeks. In each case the change must be made on Saturday. In the case of domestic workshops employing only members of one family, the system of morning or afternoon sets must be used.

Children employed on the half-time plan must attend a recognized school during the half time which they are not employed. In case a child has failed to attend such school sessions employment must cease until the required number of attendances has been made up. This rule, however, does not apply in case of sickness.

In textile factories the hours of employment, except on Saturday, for children and young persons must be either between 6 a. m. and 6 p. m. or between 7 a. m. and 7 p. m. In nontextile factories and in workshops the hours must be the same, except that employment between 8 a. m. and 8 p. m. is also permitted. During these periods not less than 2 hours, except in the case of young persons employed in nontextile factories and workshops when not less than $1\frac{1}{2}$ hours, must be allowed for meals and at least 1 hour of this time must be given before 3 p. m.

Children employed the whole day on the alternate-day system, and young persons over 14 years of age, may therefore be employed not more than 10 or $10\frac{1}{2}$ hours per day during the above-named periods, Saturday not included. If the half-day system is used, children employed in a morning set must stop work (a) at 1 p. m.; or (b) if dinner time begins before 1 p. m., at the beginning of dinner time; or (c) if the dinner time does not begin before 2 p. m., then work must cease at noon. For a child employed in an afternoon set, work must begin (a) at 1 p. m.; or (b) when the dinner time ends, if such dinner time is after 1 p. m. in textile factories or after 12.30 p. m. in nontextile factories; or (c) if the dinner time does not begin before 2 p. m. and the morning set ends at noon, then at noon. Work must cease at 6, 7, or 8 p. m., according as it began at 6, 7, or 8 a. m.

On Saturday the hours of employment in textile factories must begin at 6 or 7 in the morning and must, as a rule, not exceed 5 hours, not including meal times. In nontextile factories and workshops, work beginning at 6, 7, or 8 a. m. may continue for 8 hours, including meal times. On Saturday not less than half an hour must be allowed for meals in all factories and workshops.

A child may not be employed in a textile factory more than $4\frac{1}{2}$ hours, or in other factories more than 5 hours, without an interval of at least half an hour for meals.

The time allowed for meals must be the same for all children and young persons in the factory. A child or a young person, or a female of any age, may not remain in a room during meal time while manufacturing is carried on. This rule does not apply in the case of domestic workshops.

In case the local governments do not make use of the powers granted by the act of 1903 to make other regulations, then in the mercantile establishments designated in the Shop Hours Acts as

"shops" no person under 18 years of age may be employed in any one week for a longer period than 74 hours, including meal times.

In underground work in the mining industry, boys 13 to 16 years of age may not be employed more than 54 hours in one week or more than 10 hours in one day. There must be a period of rest of not less than 12 hours between each period of employment, except between Friday and Saturday, when it must not be less than 8 hours. The period of employment begins at the time of leaving the surface and ends at the time of returning to the surface.

There are no special regulations for surface work in metalliferous mines, so that the regulations of the Factory and Workshop Act apply to children engaged in such work.

For surface work in the mines regulated by the Coal Mines Regulation Act the following restrictions on hours of labor must be observed: No child under 13 years of age may be employed (a) for more than 6 days in any one week; or (b) if employed for more than 3 days in any one week, for more than 6 hours in any one day; or (c) in other cases for more than 10 hours in any one day. No boy 13 to 16 years of age and no female of any age may be employed for more than 54 hours in one week or more than 10 hours in one day. The interval for rest between each period of employment is the same as for underground work. No boy under 16 or female of any age may be employed continuously for more than 5 hours without an interval of at least half an hour for meal time, nor more than 8 hours on one day without at least 1½ hours for meals. Work on Saturday must cease at 2 p. m.

Work at night and on Sunday.—The Factory and Workshop Act forbids the employment of children and young persons (as well as of females of any age) on Sunday and on days set apart as holidays. In the case of industries in which operations are carried on continuously, special regulations are provided.

The two mining laws make no reference to employment on Sunday in connection with underground work. The total number of hours of such work, however, may not exceed 54 per week, with 10 hours as the maximum on one day. For surface work, employment on Sunday is expressly prohibited.

Night work for children and young persons in factories and workshops is prevented through the limit placed on the time during which most of these establishments may be operated; this time may not be earlier than 6 a. m. nor later than 8 p. m. For certain industries, such as blast furnaces, glass works, etc., special regulations are provided permitting night work under certain conditions.

In mining, night work is prohibited only in connection with surface work; the Coal Mines Regulation Act prohibits surface work by children and young persons between the hours of 9 p. m. and 5 a. m.

For surface work in other mines the regulations of the Factory and Workshop Act apply. In the case of quarries, work in 8-hour shifts is permitted for young persons.

For establishments not regulated by the three acts just mentioned, the act of 1903 prohibits the employment of children between the hours of 9 p. m. and 6 a. m. The local governments are also authorized to vary these hours, either generally or for any specified occupation.

Certificates.—Before a person under 16 years of age may be employed regularly in a factory, such person must obtain a certificate of fitness for employment in that factory from the duly appointed certifying surgeon. The age of the person examined must be proved by a certificate of birth or "other sufficient evidence." When a child becomes a young person, i. e., reaches the age of 14, a new certificate of fitness must be obtained. For workshops such certificates of fitness are not required, unless the secretary of state issues orders to the contrary. The proprietor of a workshop may require persons under 16 years of age employed by him to secure such certificates, if he so desires.

On demand of the factory inspector the employer must produce the certificates of fitness of any child or young person employed by him. Even though a person under 16 is in possession of a certificate of fitness, the factory inspector may, on the ground of incapacity to perform the work on which he is engaged, forbid the further employment of such person, unless reexamination by the certifying surgeon proves that such incapacity does not exist.

The fees of the examining surgeon are paid by the proprietor of the establishment. In case the examination is made by order of the secretary of state, the fee is paid by him. The section of the law of 1878 allowing the employer to deduct the fee from the wages of the person examined, has not been included in the law of 1901. The certificate, therefore, is always supplied to the child without expense.

In every factory and workshop the employer must keep a list or register of all children and young persons employed by him, and this list must be shown to the factory inspector on demand.

The two laws regulating the labor of children in mines require the owner or agent of each mine to keep in the office of the mine a register showing the name, age, residence, and date of first employment of all children and young persons employed in the mine, either below ground or above ground. This list must be open to the inspectors authorized by the mining laws.

Exceptions.—The secretary of state is given power to make certain classes of exceptions to the regulations concerning factories and workshops described above, e. g., in regard to hours, holidays, meal time, etc. Special regulations concerning mines may be made by a

board composed of representatives of the secretary of state and the mine owner. In other industries or occupations, the local governments are authorized by the law of 1903 to make such regulations as they desire, subject to the approval of the secretary of state.

Statistics.—A special investigation of the number of children and young persons employed in textile factories and in laundries was made by the factory inspector's office for the year 1901. The figures are reproduced in the following table:

NUMBER OF CHILDREN AND YOUNG PERSONS IN GREAT BRITAIN EMPLOYED IN TEXTILE FACTORIES AND LAUNDRIES IN 1901.

[Source: Supplement to Ann. Rep. of Chief Inspector of Factories for 1902, p. 1.]

Classes.	Number of establishments.	Children employed as half-timers.		Persons under 18 years of age employed as full-timers.		Persons over 18 years of age.		Total number of persons employed.		
		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Male and female.
Textile factories..	13,129	16,808	19,613	71,707	148,888	290,600	481,641	379,211	650,142	1,029,353
Laundries.....	5,650	49	98	1,241	11,966	7,144	70,588	8,434	82,652	91,086

ITALY.

Laws.—The labor of children in Italy is regulated by the law of June 19, 1902, and the administrative decree of January 29, 1903.

Establishments affected.—The law regulates the employment of children in factories, workshops, mines, quarries, and work of construction, including the erection of buildings and construction of roads. The executive authority, acting on the advice of the superior council of hygiene, and the council of industry and commerce, is given power to designate certain industries as dangerous or insanitary, and the labor of children in such industries may be prohibited or placed under special regulations.

Minimum age.—Children under 12 years of age may not be employed in factories, workshops, in work on roads, or in the surface work of mines and quarries. Children under 13 years of age may not be employed in underground work, and 3 years after the promulgation of the law, children under 14 years of age may not be employed in such work unless a mechanical traction system is in use. No female of any age may be employed underground.

In any establishment or occupation designated by special decree as dangerous or insanitary, children of either sex under 15 years of age may not be employed, even if the work is not carried on in any establishments designated above. The council authorized to make such trades may include minor females in the prohibition; members of these two classes of persons may also be permitted to work under special conditions as to safety.

Hours of labor.—Children 12 to 15 years of age may not be employed more than 11 hours of actual work per day, and no female of any age may be employed for more than 12 hours of actual work per day.

The time of employment must be broken by a period or periods of rest of at least 1 hour, when the working day is from 6 to 8 hours; of at least 1½ hours, when the working day is from 8 to 11 hours, and of at least 2 hours when the working day is more than 11 hours. No child or minor female may work for more than 6 hours without a period of rest.

With the advice of the provincial council of hygiene, the minister of agriculture, industry, and commerce may, for a limited time and as an exceptional measure, permit the hours of labor of children 12 to 15 years of age to be increased to 12 hours.

Work at night and on Sunday.—Children under 15 years of age and females regardless of age must have one entire day (24 hours) of rest each week.

Night work, from 8 p. m. to 6 a. m. in winter and from 9 p. m. to 5 a. m. in summer, is prohibited for males under 15 years of age and for females regardless of age. If, however, the work is divided into shifts, it may begin at 5 a. m. and continue until 11 p. m.

During the first 5 years after the promulgation of the law, the prohibition of night work does not apply to those females over 15 years of age who were already engaged in such work.

The minister of agriculture, industry, and commerce may, on the advice of the provincial council of hygiene, issue special regulations in regard to night work in specified localities.

Certificates.—No child under 15 years of age, or minor female subject to the provisions of the child-labor law, may be given employment until a certificate has been secured showing that the child or minor female possesses the proper qualifications as to age, health, and education. The documents required by the law are furnished free of charge.

Employers must keep special lists of employees subject to the provisions of the law and make annual reports to the proper authorities in the form prescribed by the decree of January 29, 1903.

Statistics.—The following table shows the number and age of the children employed in the establishments visited by the factory inspectors in the years 1897 to 1900. It should be stated that the factory inspectors are few in number and the number of factories visited in one year is not large. The statistics show the extent of the employment of children under the law of 1886, now superseded by the law of 1902.

NUMBER OF CHILDREN IN ITALY EMPLOYED IN FACTORIES VISITED BY FACTORY INSPECTORS IN 1897 TO 1900.

[Source: Relazione sull' applicazione della legge 11 febbraio 1886, sul lavoro dei fanciulli, etc.]

Year.	Number of children employed.	Per cent.		
		9-10 years of age.	10-12 years of age.	12-15 years of age.
1897.....	15,502	1.30	18.07	80.63
1898.....	11,641	.96	7.70	91.34
1899.....	1,086	.18	12.34	87.48
1900.....	6,291	1.34	13.86	84.80

SWITZERLAND.

Laws.—The labor of children in Switzerland is regulated by the federal law on factories of March 23, 1877. This brief act has been supplemented by a number of cantonal laws, and a number of administrative decrees have been issued by the federal council.

Establishments affected.—The law applies to factories, which are defined by a decree of 1891 to be those industrial establishments (1) employing more than 10 persons; (2) employing more than 5 persons, in addition to making use of mechanical motive power, or employing persons under 18 years of age, or offering a certain amount of danger to the life or health of the employees; (3) certain other establishments.

The decree of the federal council of December 31, 1897, contains a list of establishments in which children under 16 years of age may not be employed. This decree forbids, among others, the following kinds of work: Attending steam boilers, motors of all kinds, dynamos, cranes, and drawbridges, circular or band saws, and similar machinery; also work in connection with explosives, harmful chemicals, or processes in which much dust is produced.

Minimum age.—Children under 14 years of age may not be employed in factories.

Hours of labor.—The hours of actual labor for all persons (including children) employed in factories must not exceed 11 per day and must be cut by a period of rest of at least 1 hour at noon. For children under 16 years of age the 11 hours also include time devoted to such school and religious instruction as the local authorities may require. On days preceding Sunday and holidays the maximum number of hours of labor is 10 for all persons.

Work at night and on Sunday.—For males under 18 years of age and for all females, work on Sunday and at night (from 8 p. m. to 6 a. m. in winter and from 8 p. m. to 5 a. m. in summer) is prohibited. In industries in which continuous operation is necessary the federal council may authorize the employment of boys 14 to 18 years of age under special conditions.

Certificates.—The law requires factory employers to keep lists of persons in their service. As no mention is made of certificates to be secured by children, this feature is left to the cantonal governments.

Exceptions.—The federal council is authorized to grant certain classes of exceptions to the regulations described above, and may also designate establishments in which the employment of children is prohibited.

Statistics.—The following table shows the number of children under 18 years of age employed in factories in 1901:

NUMBER OF CHILDREN IN SWITZERLAND EMPLOYED IN FACTORIES IN 1901.

[Source: Statistisches Jahrbuch der Schweiz, 1902, page 99.]

Industries.	Children 14 to 18 years of age.			Persons of all ages.		
	Male.	Female.	Total.	Male.	Female.	Total.
Textile.....	4,552	12,122	16,674	33,192	64,001	97,193
Other industries.....	12,117	6,481	18,598	117,011	28,330	145,341
Total	16,669	18,603	35,272	150,203	92,331	242,534

RECENT REPORTS OF STATE BUREAUS OF LABOR STATISTICS.

LOUISIANA.

Second Report of the Bureau of Statistics of Labor for the State of Louisiana, 1902-1903. Thomas Harrison, Commissioner. 280 pp.

The second report of the Louisiana bureau of labor statistics, covering the years 1902 and 1903, presents the following subjects: Child labor and factory inspection, 9 pages; value and influence of labor statistics, 11 pages; strikes and lockouts, 24 pages; labor laws, 58 pages; miscellaneous, 28 pages; proceedings of the eighteenth annual convention of the Association of Officials of Bureaus of Labor Statistics of America, 140 pages.

CHILD LABOR AND FACTORY INSPECTION.—These subjects are considered in the introduction to the report and set forth the imperative need of the enactment of a child-labor law and a factory-inspection law for the State.

VALUE AND INFLUENCE OF LABOR STATISTICS.—This chapter reproduces an article on this subject by Carroll D. Wright, late Commissioner of the United States Bureau of Labor.

STRIKES AND LOCKOUTS.—The report on strikes and lockouts is in the form of text accounts, chronologically arranged, of the various industrial disputes occurring within the State during 1902 and 1903.

LABOR LAWS.—This chapter of the report consists of a reprint of the recent labor laws enacted by the State legislature; that is, those enacted since 1901.

MISCELLANEOUS.—The matter presented under this general head consists of a reproduction of an address by Carroll D. Wright delivered before the Manufacturers' Convention at New Orleans, April 15, 1903, and an address by Archbishop Ireland delivered before the Civic Federation at New York, December, 1902; statistics of the number of children of school age in the State of Louisiana; State assessment valuations for 1901, 1902, and 1903; and statistics of cotton production, 1902, and quantity ginned from crops grown during the four years 1899 to 1902.

MARYLAND.

Twelfth Annual Report of the Bureau of Statistics and Information of Maryland, 1903. Thomas A. Smith, Chief. 331 pp.

The following subjects are presented in this report: Cost of living and wages, 13 pages; strikes and lockouts, 33 pages; labor organi-

zations, 5 pages; sweat shops, 30 pages; free employment bureau, 7 pages; employment of women and children, 30 pages; bread production and distribution, 23 pages; agriculture, 6 pages; county resources and manufactures, 109 pages; immigration, 3 pages; new incorporations, 21 pages; labor laws, 9 pages; constitutionality of the sweat-shop law, 11 pages.

COST OF LIVING AND WAGES.—Under these heads are presented the retail prices of various articles of food in the markets of Baltimore for the months of January, April, October, and December, 1903, and rates of wages, reproduced from several Federal and State reports, covering the period from 1883 to 1903.

STRIKES AND LOCKOUTS.—During 1903 there occurred in the State 26 strikes and 3 lockouts, with the exception of 6 strikes all being in the city of Baltimore. Fifteen of the strikes were for increase of wages or reduction of hours. Of 23 ordered by organized labor, 13 were successful or partly successful, 6 were unsuccessful, and 4 were still pending at the close of the inquiry. Of 24 strikes and lockouts for which method of settlement was reported, 12 were settled by voluntary arbitration or agreement, 2 by concessions on the part of the employers, 1 was called off by the organization, and 9 were otherwise settled. Of 2,992 persons thrown out of employment on account of strikes and lockouts, 2,972 were strikers and persons locked out. There were brought from other points to take the places of strikers 305 persons, 299 of whom were retained after the strikes were settled. The estimated wage loss was reported at \$189,178, and the loss to employers at \$38,275.

LABOR ORGANIZATIONS.—The State labor bureau secured returns from 117 local labor organizations, including a list of their secretaries, date of organization, hours of labor, rates of wages, etc. The total membership of these 117 unions at the time the various reports were made aggregated 22,343. In 1902 there were 34 of the unions organized and in 1903, 19. The hours of labor of the members of 38 unions were 10 per day or over; of 33 unions, 9 or less than 10 per day, and of 30 unions, 8 or less than 9 per day. The members of 44 unions received during 1902 or 1903 a decrease in the working hours per day of from one-half to one hour. During the years 1902 and 1903 the members of 68 unions received an increase of wages, while those of only 6 unions had their wages decreased in that time.

SWEAT SHOPS.—In order to further correct the sweat-shop evil, at the January session of 1902 the State legislature passed an amendment to the existing factory-inspection laws providing for the appointment, under the jurisdiction of the chief of the bureau of industrial statistics, of two inspectors, and, further, that after the shops and places of manufacture had been inspected a permit should be granted by the said chief specifying the number of hands that

could work in the rooms where the manufacturing was done. In carrying out the provisions of the amendment the work of inspection commenced in the city of Baltimore on July 1, 1902, the results of which were published in the eleventh (1902) annual report of the bureau. A second inspection was made in 1903, the results of which are published in the present report. Taken together, the general conditions shown by the second inspection were an improvement on those shown by the first. A case brought soon after the enactment of the law to test the constitutionality of the same was carried to the State court of appeals, the law having been declared invalid by a lower court. The opinion of the court of appeals, delivered at the January term, 1904, has decided the law constitutional, and a reprint of the opinion appears as the concluding subject of this report.

FREE EMPLOYMENT BUREAU.—During 1903 a total of 652 persons made applications to the bureau for situations—543 males and 109 females. There were 746 applications for help, of which 490 were for males and 256 for females. Positions were secured for 256 persons—185 males and 71 females. Applicants to the number of 414 were single and 232 were married; 278 were willing to go into the country and 259 were not.

EMPLOYMENT OF WOMEN AND CHILDREN.—This subject embraces an inquiry into the employment of children in mercantile establishments, and another into the employment of women and children in the manufacture of clothing, shoes, umbrellas, cigars, cigarettes, etc.

In 29 mercantile establishments, employing 5,088 persons (1,509 males and 3,579 females), there were found 201 males and 204 females under 16 years of age, 41 of the males and 55 of the females being under 14 years of age. The number of hours the stores were open ranged from 8½ to 13, with a greater number, as a rule, on Saturdays and Mondays.

During the summer of 1903 the second named inquiry was made by the Baltimore branch of the Consumers' League, under the supervision and with the assistance of the State labor bureau. There were 11 industries investigated, employing 1,899 males and 9,129 females. Of these employees 68 males and 576 females were reported by the employers to be under 16 years of age and only 1 female under 12 years of age. The results of the inquiry are not sufficiently summarized to permit of a full reproduction.

BREAD PRODUCTION AND DISTRIBUTION.—The inquiry relating to the bread-making industry of Baltimore embraced 147 baking establishments, believed to cover at least one-half of the bakery product of the city. The returns show capital invested, number of employees, wages, hours of labor, quantity and kind of flour used per annum, number of pieces and prices of each kind of product, method of distribution of product, etc. The capital invested by the

147 establishments amounted to \$210,090. In most cases the men employed worked from 10 to 12 hours per day, and received from \$1 to \$1.50 per day in wages.

COUNTY RESOURCES AND MANUFACTURES.—Brief descriptions of the various counties of the State, setting forth their natural advantages, transportation facilities, manufactures, etc., make up this section of the report.

LABOR LAWS.—Under this head is given those laws passed at the 1902 session of the State legislature which relate only to compulsory school attendance, child labor, and sweat shops.

NEW HAMPSHIRE.

Fifth Biennial Report of the Bureau of Labor of the State of New Hampshire, 1903-1904. L. H. Carroll, Commissioner. 292 pp.

The subjects presented in this report may be outlined as follows: Directory of manufacturing establishments, 62 pages; manufacturing industries, 66 pages; creameries, 1 page; unoccupied manufacturing plants and water-power privileges, 21 pages; strikes, 12 pages; factory inspection, 6 pages; manual training, 14 pages; labor laws, 31 pages; labor organizations, 25 pages; proceedings of the twentieth annual convention of the Association of Officials of Bureaus of Labor Statistics of America, 34 pages.

MANUFACTURING INDUSTRIES.—Under this caption is presented a text account of the 9 leading industries of the State, with figures, chiefly for 1903, giving capital invested, value of product, number of employees, wages paid, etc. Other portions are devoted to a table showing for 49 industries in 1903 the capital invested, value of product, wage-earners and wages paid, clerks and officials and salaries paid, amount invested in repairs, improvements, etc.; tables comparing certain of the foregoing items for 1903 with the corresponding items for 1901; a table of average weekly wage rates, and tables presenting the manufacturing statistics by counties and by cities.

From the first of the foregoing enumerated tables the following summarized statement is taken:

Establishments considered.....	1, 454
Capital invested.....	\$92, 104, 732
Value of product.....	\$127, 245, 432
Wage-earners:	
Males.....	53, 180
Females.....	22, 959
Wages paid:	
Males.....	\$23, 586, 875
Females.....	\$7, 267, 716
Salaried employees.....	1, 779
Salaries paid.....	\$1, 849, 363
Amount invested in repairs and improvements.....	\$1, 970, 367

Of the 1,454 establishments, 527 reported an increase and 110 a decrease in production as compared with the year 1901; 314 reported increased and 5 reported decreased wages.

CREAMERIES.—Statistics are given of the creameries in operation in the State for the year 1903, and their location. Forty-three creameries reported an invested capital of \$186,141 and a value of product amounting to \$1,048,578. Employment was given to 90 wage-earners and 24 salaried persons, who were paid a total of \$48,082 in wages and \$8,333 in salaries.

UNOCCUPIED MANUFACTURING PLANTS AND WATER-POWER PRIVILEGES.—This is a list of the manufacturing plants in the State unoccupied July 1, 1904, as well as the water-power privileges, developed and undeveloped, then available. The amount of power, dimensions and condition of plants, and other information pertaining thereto, are given for 64 towns in the State.

STRIKES.—Brief accounts are given of the labor disputes that occurred during 1903 and 1904. Within the period 15 strikes were reported, due chiefly to demands respecting wages and hours of labor and to questions of trade unionism. Of strikers and those thrown out of employment in consequence of strikes the number approximated 3,420.

MANUAL TRAINING.—Under this head is given the present status of manual training in the State, together with a general discussion of this important phase of education.

LABOR LAWS.—This section reproduces the various laws of the State affecting labor.

LABOR ORGANIZATIONS.—A list of the labor organizations (including federations) of the State, by cities, gives the date of organization, number of members, and officers. One hundred and twenty-seven organizations reported an approximate membership of 8,375.

NORTH CAROLINA.

Seventeenth Annual Report of the Bureau of Labor and Printing of the State of North Carolina, for the year 1903. H. B. Varner, Commissioner. v, 342 pp.

The nine chapters constituting this report treat of the following subjects: Agricultural statistics, 68 pages; miscellaneous factories, 33 pages; cotton and woolen mills, 39 pages; furniture factories, 15 pages; newspapers, 47 pages; trades, 63 pages; railroad employees, 7 pages; cotton ginned, fisheries, and mining interests, 15 pages; manufacturing enterprises, 39 pages. In connection with several of these subjects letters are published expressing the views of the correspondents of the bureau on matters of interest to labor, including

compulsory education, child labor, organized labor, a shorter working day, etc. The report concludes with a directory of the bureaus of labor in the United States.

AGRICULTURAL STATISTICS.—Returns were secured by correspondence with representative farmers in every county of the State, and from the compiled returns the following summary is taken: In 90 counties labor was reported scarce, in 6 plenty, and in 1 abundant; 95 counties reported negro labor unreliable, 1 reliable, and 1 no negro labor; in 46 counties employment was reported as being regular and in 51 as being irregular. Increased cost of living was reported in 89 counties and no increase in 8; in 64 counties increase of wages was reported, and in 33 no increase. Monthly wages of farm laborers were, for men, from \$10.77 to \$17.77; for women, \$7 to \$10.98; for children, an average of \$6.02. Eighty per cent of the farmers reporting favored a compulsory education law.

MISCELLANEOUS FACTORIES.—Tables are presented showing conditions in 199 factories, employing 7,699 persons, exclusive of furniture factories and textile mills. Capital stock, horsepower, time in operation, hours of labor, wages, number of employees, etc., are shown for the various establishments, and inquiry was also made as to child labor and compulsory education. The average length of a day's work was 10½ hours, and \$2 the highest and \$0.74 the lowest average daily wages reported. Wages were paid weekly in 56 per cent of the establishments, biweekly in 25 per cent, and monthly in 19 per cent; 79 per cent of the establishments reported an increase of wages and 21 per cent no increase; 91 per cent opposed the employment of children under 14 years of age. Compulsory education was favored by 87 per cent of employers and opposed by 13 per cent; 85 per cent of adult employees and 97 per cent of children could read and write.

COTTON AND WOOLEN MILLS.—This report ends with June 30, 1903, and covers 275 mills, operating 1,834,421 spindles, 41,596 looms, and 3,193 machines, using in all 79,641 horsepower. Of these mills, 216 are devoted to cotton manufacture. The number of employees was 50,324, of which 25,916 were males, 23,494 females, and 914 children under 12 years of age. There were 128,998 persons dependent on the mills for a livelihood. Of the adult operatives, 84 per cent could read and write; of the children, 72 per cent. Hours of labor ranged from 10 to 12 per day. The highest average wages per day for operatives were \$2.05 for men and \$0.97 for women; the lowest average wages per day were \$0.60 for men and \$0.47 for women; the wages of children averaged \$0.38 per day.

FURNITURE FACTORIES.—Returns were received from 88 factories employing 4,533 work people. The highest average daily pay for

adults was \$2.07; the lowest, \$0.67; the pay of children, \$0.41. Of the factories reporting, 15 per cent paid weekly, 77 per cent semi-monthly, and 8 per cent monthly; 99 per cent reported increase of wages and 1 per cent a decrease. Of adult employees 89 per cent were able to read and write and of children 88 per cent. Relative to the employment of children under 14 years of age, 78 per cent of the manufacturers opposed such employment, while 22 per cent favored it; 94 per cent favored compulsory education and 6 per cent opposed it.

TRADES.—The facts presented in this chapter were secured from representative men in the different trades and give the conditions existing throughout the State. Of the wage-earners making returns, 42 per cent reported an increase of wages, 5 per cent a decrease, and 53 per cent no change; 65 per cent made full time and 35 per cent part time; 82 per cent reported cost of living increased and 18 per cent no increase; 30 per cent favored an 8-hour day, 15 per cent a 9-hour day, 54 per cent a 10-hour day, and 1 per cent an 11-hour day; 91 per cent favored fixing a day's work by law and 9 per cent opposed it; 87 per cent favored compulsory education and 13 per cent opposed it.

RAILROAD EMPLOYEES.—The number of railroad employees in the State was reported at 13,434, exclusive of officers and office employees. The table following gives number and average wages for the various occupations:

OCCUPATIONS AND AVERAGE DAILY WAGES OF RAILROAD EMPLOYEES, 1903.

Occupations.	Number.	Average daily wages.	Occupations.	Number.	Average daily wages.
Station agents.....	637	\$1.51	Carpenters.....	494	\$1.58
Other station men.....	1,977	.70	Other shopmen.....	1,435	1.38
Engineers.....	549	3.97	Section foremen.....	545	1.19
Firemen.....	647	1.64	Other trackmen.....	3,627	.78
Conductors.....	350	2.92	Switch, flag, and watch men.	550	1.32
Other trainmen.....	943	1.24	Telegraph operators.....	335	1.63
Machinists.....	346	2.45	Other employees.....	999	.98

During the year 42 employees were killed and 571 injured, resulting from the movement of trains; and 1 killed and 747 injured from other causes than the movement of trains.

COTTON GINNED, FISHERIES, AND MINING INTERESTS.—Statistics of employees, wages, value of product, etc., in these industries are reproduced from reports of the United States Department of Commerce and Labor.

MANUFACTURING ENTERPRISES.—This is a directory by counties of the manufacturing enterprises of the State, showing the town, where located, and the product turned out.

RHODE ISLAND.

Seventeenth Annual Report of the Commissioner of Industrial Statistics, made to the General Assembly at its January session, 1904. Henry E. Tiepke, Commissioner. vii, 223 pp.

The subjects presented in this report are the following: Statistics of textile manufactures, 53 pages; tenement houses owned by textile manufacturers, 12 pages; jewelry and silverware manufacture, 31 pages; strikes, lockouts, and shut-downs, 34 pages; retail prices, 77 pages; free public employment offices, 7 pages.

TEXTILE MANUFACTURES.—Comparative statistics are given for the years 1901 and 1902 for 184 identical establishments, of which 91 were engaged in the manufacture of cotton goods, 12 in the manufacture of hosiery and knit goods, 20 were bleacheries and dye and print works, 4 were in the manufacture of silk goods, and 57 in the manufacture of woolen goods. The table following summarizes the statistics:

STATISTICS OF 184 TEXTILE MANUFACTURING ESTABLISHMENTS, 1901 AND 1902.

Items.	1901.	1902.	Increase.	
			Amount.	Per cent.
Single proprietors.....	30	25	a 5	a 16.67
Firms.....	22	20	a 2	a 9.09
Corporations.....	132	139	7	5.30
Partners in firms.....	61	54	a 7	a 11.48
Stockholders in corporations.....	3,937	4,023	86	2.18
Aggregate wages paid.....	\$19,686,168	\$21,176,230	\$1,490,062	7.57
Average days in operation.....	288.85	301.10	12.25	4.24
Employees:				
Average number.....	50,457	54,625	4,168	8.26
Greatest number.....	55,282	59,417	4,135	7.48
Smallest number.....	46,300	49,767	3,467	7.49
Average yearly earnings.....	\$390.16	\$387.67	a \$2.49	a .64

a Decrease.

For 1902 alone statistics are given for 222 establishments, of which 106 were engaged in the manufacture of cotton goods, 13 in the manufacture of hosiery and knit goods, 24 were bleacheries and dye and print works, 5 were in the manufacture of silk goods, and 74 in the manufacture of woolen goods. A summary of the statistics of the 222 establishments follows:

Single proprietors.....	35
Firms.....	29
Corporations.....	158
Partners in firms.....	77
Stockholders in corporations.....	4,313
Aggregate wages paid.....	\$22,471,464
Employees:	
Average number.....	58,515
Greatest number.....	63,768
Smallest number.....	52,872
Average yearly earnings.....	\$384.03

The following statement shows, for 6 selected occupations, the average weekly wages paid during 1902 in the textile industries of the State:

AVERAGE WEEKLY WAGES IN SELECTED OCCUPATIONS IN TEXTILE INDUSTRIES, 1902.

Industry.	Black-smiths.	Machin-ists.	Loom fixers.	Frame spinners.	Mule spinners.	Weavers.
Cotton goods.....	\$12.12	\$13.33	\$12.09	\$5.39	\$11.16	\$8.92
Hosiery and knit goods.....	18.00	18.33	15.00	6.00	9.24	13.00
Bleacheries and dye and print works.....	13.50	14.57				
Silk goods.....			12.00		12.00	8.95
Woolen goods.....	14.40	15.12	14.41	6.12	10.17	10.10

TENEMENT HOUSES.—This section embraces the results of an inquiry made during 1903 concerning tenement houses owned by textile manufacturers. The data include information from 100 establishments, showing the number of tenement houses owned, number of rooms in each, rental charge for same, and method of settling rental charges. From the report it appears that the 100 establishments owned 2,259 tenement houses, comprising 5,154 tenements, which were rented to workers in the various branches of the textile industry.

JEWELRY AND SILVERWARE MANUFACTURE.—The results of the condition of the manufacture of jewelry and silverware and lines of business incident thereto, in 1903, are included in this investigation. Returns were received from 262 establishments having an invested capital of \$15,528,165, and for the year a product valued at \$24,513,153, disbursing in wages and salaries the sum of \$5,610,702, and furnishing employment to 9,867 persons.

STRIKES, LOCKOUTS, AND SHUT-DOWNS.—This is a chronological record of the various labor troubles occurring within the State during 1903, derived chiefly from reports given in the newspapers. In general, a growing disposition on the part of employer and employee to confer and arbitrate for the settlement of grievances characterized the strikes of the year. They were also distinguished by the making of agreements between employer and employee.

RETAIL PRICES.—The retail prices of the ordinary articles of food, fuel, and lighting in the several cities and towns of the State are presented under this head. Highest, lowest, and average prices are given for October, 1893, and October, 1903, and January, 1894, and January, 1904, enabling comparisons to be made between the different periods.

FREE PUBLIC EMPLOYMENT OFFICES.—Under this title are presented statistics of these employment agencies as now maintained by the State of Illinois.

RECENT FOREIGN STATISTICAL PUBLICATIONS.

AUSTRIA.

Die Lage der Wächter der K. K. Staatsbahnen. Herausgegeben vom K. K. Arbeitsstatistischen Amte im Handelsministerium. 1903. iii, 91 pp.

The information contained in this report is based upon an investigation conducted by the Austrian railway department in 1898 with regard to the number of persons employed on the Austrian state railways in the class designated as Wächter (watchmen, gate keepers, switchmen, track walkers), their earnings, expenditures, and social condition. It constitutes the first part of a series of studies on the economic and social condition of employees in the service of the Government railways in Austria.

The data relate to conditions existing in 1898. Schedules of inquiry were distributed by the railway authorities among their respective employees; and after their return and examination were subsequently turned over to the bureau of labor statistics for compilation.

The report is divided into three chapters. The first chapter treats of the yearly earnings, the domicile, conjugal condition, size of family, etc., of 7,283 watchmen, etc. (Wächter), employed on the Austrian state railways. The data are presented by districts, and show both the actual and relative figures in percentages. The salaries of these employees are graduated according to their terms of service, amounting during the first 5 years of definite appointment to 576 kroner (\$116.93) per year, during the next 5 years to 648 kroner (\$131.54) per year, and after 10 years' service to 720 kroner (\$146.16) per year. These amounts are frequently augmented by supplementary allowances and premiums.

The information presented in the second chapter relates to the housing of 442 families and to the annual income of 447 families, the sources from which this income was derived, and the purposes for which it was expended. Under the subject of housing, detailed information is given, by districts and by size of families, on the number of rooms occupied by them, the size of the rooms, and the amount of space, in cubic meters, apportioned to the occupants.

The third chapter contains data in the form of budgets giving detailed descriptions relative to the domestic and economic condition of 33 representative individuals located in different districts, each district being represented by 3 families selected with reference to their general conditions, graded as good, moderate, and unfavorable.

An appendix gives copies of schedules used in the investigation and a table showing in detail the yearly income of each of the 33 families considered in the third chapter, their expenditures, and surplus or deficit at the end of the year.

The following table, taken from the report, shows, by districts, the average yearly income and expenditures of 447 families and their expenditures in detail, expressed in percentages:

AVERAGE INCOME AND EXPENDITURES, AND PER CENT OF EXPENDITURES FOR VARIOUS PURPOSES, IN THE FAMILIES OF 447 WATCHMEN, ETC., EMPLOYED ON THE AUSTRIAN STATE RAILWAYS IN 1898.

Districts.	Number of families.	Average income per family.	Average expenditures per family.	Per cent of expenditures for—						
				Food.	Rent.	Heat- ing and light- ing.	Cloth- ing.	Educa- tion of chil- dren.	Serv- ants.	Taxes and insur- ance.
Vienna (a)	42	\$234.96	\$233.38.	58.1	15.4	9.0	16.1	0.8	.....	0.4
Linz.....	40	201.44	180.26	63.9	8.8	6.5	12.9	5.8	0.9	1.2
Innsbruck.....	40	230.57	213.77	63.6	10.7	10.3	13.7	1.3	.....	.4
Villach.....	40	197.85	183.72	59.1	10.3	7.3	19.1	3.4	.3	.5
Pilsen.....	46	192.57	237.12	64.8	7.9	5.3	17.9	3.9	.....	.2
Prague.....	40	191.81	197.98	59.4	11.3	8.2	17.0	3.5	.....	.6
Olmütz (a).....	40	191.68	185.84	62.3	9.7	6.2	17.9	2.6	.3	.9
Trieste.....	40	186.14	201.87	61.6	10.3	4.5	16.3	6.5	.2	.6
Cracow.....	40	164.80	185.56	59.1	10.4	7.9	15.5	3.3	1.9	1.9
Lemberg.....	39	165.13	211.21	58.2	9.9	6.4	16.9	2.7	2.4	3.5
Stanislaw.....	40	166.16	185.63	54.4	11.8	9.9	17.0	3.1	2.1	1.7
Total.....	447	192.97	202.09	60.5	10.6	7.4	16.4	3.3	.7	1.1

a The percentages for this district do not add 100.0. They are reproduced as found in the original report.

It appears from the foregoing table that in seven districts the average income per family was insufficient to cover the family expenditures, the deficit being especially striking in the districts of Pilsen and Lemberg. It is stated in the introduction of the report, however, that as a result of this investigation the condition of this class of employees has since been materially improved in various ways, especially in an increase of 50 per cent in their allowance for rent and further increases in their salaries after 15 years' service.

BELGIUM.

Annuaire de la Législation du Travail. 7e année, 1903. Office du travail, Ministère de l'Industrie et du Travail. 1904. xx, 646 pp.

The present volume is the seventh of a series of annual reports on labor legislation published by the Belgian labor bureau. The report

contains the text of laws enacted, and of important decrees, ordinances, and regulations issued relative to labor during the year 1903 in Austria, Belgium, Bulgaria, Denmark, France, Germany, Great Britain and colonies, Hungary, Italy, Luxemburg, the Netherlands, Norway, Russia, Spain, Sweden, Switzerland, and the United States.

An appendix, which is a supplement to the sixth annual report, contains laws, decrees, etc., of 1902 for Austria, New South Wales, New Zealand, Netherlands, Paraguay, Victoria, and in a few States of the United States.

Les Industries à Domicile en Belgique. Office du Travail, Ministère de l'Industrie et du Travail. Vol. III. L'industrie cloutière en pays Wallon. 1900. 153 pp. Vol. IV and Vol. V. La dentelle et la broderie sur tulle. 1902. 315 and 281 pp.

The purpose of the Belgian Government in undertaking the investigation of the handworking and domestic industries, of which the present volumes form a part, was explained in a previous bulletin in connection with a digest of Volumes I and II of this series.^(a)

Volume III relates to the nail-making industry in the Walloon provinces of Belgium, and the glove making industry in the province of Brabant and of eastern Flanders. Volumes IV and V relate to the lace-making industry and embroidering on tulle in Belgium.

Each of these three monographs consists of an historical sketch of the development of the industry, the general conditions under which the work is performed, competition, markets for the products, labor legislation, the relations between manufacturers, contractors, and the working people with regard to the labor contract, the wages, hours of labor, sanitary conditions, employers' and employees' associations, etc. The volumes are illustrated.

INTERNATIONAL ASSOCIATION FOR THE LEGAL PROTECTION OF LABOR.^(b)

Les Industries Insalubres. Rapports sur leurs dangers et les moyens de les prévenir, particulièrement dans l'industrie des allumettes et celles qui fabriquent ou emploient des couleurs de plomb. Publiés au nom de l'Association Internationale pour la Protection Légale des Travailleurs. 1903. lx, 460 pp.

Le Travail de Nuit des Femmes dans l'Industrie. Rapports sur son importance et sa réglementation légale. Publié au nom de l'Association Internationale pour la Protection Légale des Travailleurs. 1903. xlii, 384 pp.

The International Association for Labor Legislation, at its first meeting held in Basel, Switzerland, on September 28, 1901, directed

^a Bulletin No. 30, p. 1080.

^b An account of this association is found in Bulletin No. 54, pages 1080 to 1086.

the International Labor Office, which had just been established by the association, to institute researches concerning (1) the extent of the unhealthful conditions in industrial establishments and the laws relating to dangerous trades, especially in the manufacture of lead paints and the use of white phosphorus, and (2) the night work of women in industry.

In compliance with this direction, the International Labor Office arranged with persons in the different industrial countries for the preparation of reports and monographs on these topics.

These two volumes contain the results of the researches undertaken by the persons who cooperated with the International Labor Office.

The first-mentioned volume contains the following reports and monographs: Reports on dangerous industries in Belgium, Great Britain, New South Wales, Norway, Spain, and Switzerland; on the manufacture of matches in Belgium, France, Great Britain, Hungary, Japan, New Zealand, Roumania, Russia, Spain, and Sweden; and on the manufacture and employment of lead and lead preparations in Austria, Belgium, France, Great Britain, and the Netherlands. In addition to these, the volume contains reports and monographs on: The contentions against the dangers of phosphorus in industry; the danger to health of the production and employment of white lead; lead and phosphorus poisoning in Austrian industry; contributions to the critical examination of lead and lead preparations from the point of view of industrial hygiene; statistics of industries which may cause lead and phosphorus poisoning (compiled from the Belgian census of October, 31 1896); the French laws regulating labor in dangerous occupations; the danger of the use of white sulphur, and the legal provisions regulating the manufacture of matches in the Netherlands; the regulation and subsequent prohibition of the manufacture of sulphur matches in Finland; and the prohibition of the manufacture of white sulphur matches in Switzerland. The reports and monographs are preceded by an introduction by the Director of the International Labor Office giving an outline of the historical development of labor protection in dangerous industries, the extent of such industries, and an analysis of the legislation regulating the same in the industrial countries of Europe.

The volume on the night work of women has an introductory chapter similar to that in the other report, giving a history of the prohibition of night work by women, efforts made to secure the suppression of night work by international cooperation, the extent of the prohibition of night work in the different industrial countries, the results obtained, and their effects. The collection of reports and monographs consists of: Reports on the night work of women in

Austria, Belgium, Denmark, Great Britain, Hungary, Italy, Japan, Luxemburg, Norway, the Netherlands, Russia, Spain, Switzerland, and the United States; reports on the prohibition of night work in France and Germany; a monograph on the legal regulation of female labor in Germany; and a note by the Belgian bureau of labor concerning a memoir presented to the Congress of Cologne on the progress of Belgian labor legislation.

DECISIONS OF COURTS AFFECTING LABOR.

[This subject, begun in Bulletin No. 2, has been continued in successive issues. All material parts of the decisions are reproduced in the words of the courts, indicated when short by quotation marks and when long by being printed solid. In order to save space matter needed simply by way of explanation is given in the words of the editorial reviser.]

DECISIONS UNDER STATUTORY LAW.

EIGHT-HOUR LAW—MINES AND SMELTERS—CONSTITUTIONALITY OF STATUTE—POLICE POWER—*Ex parte Kair, Supreme Court of Nevada, 80 Pacific Reporter, page 463.*—Peter Kair was convicted in a justice's court of a violation of chapter 10, acts of 1903, which limits the hours of labor of employees in mines and smelters to eight per day. The penalty imposed was a fine of \$100 or 50 days in jail. On his failure to pay the fine, Kair was imprisoned, whereupon he made application for release by habeas corpus proceedings, on the ground that the law violated the constitution of the State, in interfering with his right to acquire and possess property, and also the eighth amendment of the constitution which prohibits excessive fines and cruel and unusual punishments. The writ was denied and Kair remanded to custody, on grounds that appear in the following quotation from the opinion of Judge Talbot, who spoke for the court:

In *re Boyce*, 27 Nev. 299, 75 Pac. 1, 65 L. R. A. 47 [see Bulletin No. 53, p. 952], we had occasion to give the act in question extended consideration, and held that it was constitutional, and enforceable against one who worked longer than eight hours per day in an underground mine. After more mature reflection, we are still satisfied with the reasoning and conclusions reached in that opinion, and it is unnecessary to repeat them to any great extent. We there held, as a matter of common knowledge, that prolonged labor in the places mentioned in the statute was injurious, and, if necessary to resort to that power, that the legislature were warranted in passing the act as a police or health regulation for the protection of the men employed in those places, and the benefit to the State. In the present case it is sought to avoid this reason or justification for the enforcement of the act by stipulation that the occupation followed by petitioner was not injurious, and by testimony that labor performed in wet crushing quartz mills is not unhealthy except for the men working around pans and settlers. Adhering to our opinion in *re Boyce*, "we are not prepared to say that the mining, milling and smelting of ores are not avocations so unhealthy and hazardous that they may not come under the protecting arm of the legislature; but to recognize these conditions, and pass laws for their amelioration, and which may protect the health and prolong the lives of the men so employed, we think, is within the legitimate powers of the law-making branch of our Government. If these matters were uncertain, when their existence is

necessary to sustain the law the doubt should be resolved in favor of the statute, for, as held by this court in several decisions, its validity will be presumed until it is clearly shown to be unconstitutional."

It is a matter of common knowledge that the health of many men is impaired by labor in quartz mills. If, by taking proof that others are not injured, the statute is to be declared void or inoperative as to them, we enter a wide field of uncertainty and speculation, and, instead of having the constitutionality of the act rest upon solid ground and a sure foundation, its enforcement would become subject to the more or less speculative opinions of interested parties and others, and to the conclusions of various justice courts and juries regarding the probability of injury to men working longer or shorter periods in the places mentioned; and witnesses could testify regarding the consequences to health from labor in these employments, and thereby indirectly regarding the necessity for legislative action and the validity of the statute, in each case as it arose. If exceptions based upon such proof are to be made to the enforcement of the act, they might depend not only upon the character of the mill and the distinguishing features of the work of the various men employed, but upon the age, constitution, vitality, and probable endurance of the different employees, the ingredients used in working the ores, such as quicksilver, cyanide, or other chemicals injurious to health, the quantity and effect of dust and fumes, the character of the ores, and whether they contained lead, arsenic, or other harmful substances, from day to day, or upon other conditions and uncertainties, which would multiply litigation, and lead to doubt and difficulty in securing the benefits intended by this legislation.

The fact that the avocations mentioned in the statute, including the one of milling ores, are injurious to the health of many of the men following them, if not to some extent to all, justified the action of the legislature; and we think that, in order to give due effect to its terms, it should be enforced against all coming within the classes specified.

EMPLOYERS' LIABILITY—EMPLOYMENT OF CHILDREN—VIOLATION OF STATUTE—*American Car and Foundry Company v. Armentraut*, Supreme Court of Illinois, 73 Northeastern Reporter, page 766.—This case was before the supreme court of Illinois on an appeal from the appellate court of the fourth district, in which a judgment was given against the appellant company on account of injuries received by Koss Armentraut, an infant, unlawfully in its employment. Armentraut was 12 years of age at the time of the accident occasioning the injury, while the law forbids the employment of children under 14 years of age in designated occupations, among which is working in manufacturing establishments. The appeal resulted in an affirmation of the judgment of the court below, on grounds that appear in the following extracts from the opinion of the court as given by Judge Scott:

Plaintiff was a mere child. He was set to work on a dangerous machine. He was told how to operate it, but the perils of the

employment were not pointed out to him. One of the purposes of the statute is to protect children from the effects of their own immaturity, inexperience, and heedlessness. The result of appellant's reasoning, followed to its logical conclusion, is that, inasmuch as appellant violated the statute, the purpose thereof, which we have just mentioned, is thereby defeated, and that appellee, having been guilty of contributory negligence, has no more right to recover than if the statute did not exist. To this conclusion we can not yield our assent. So long as the child continued in the performance of the work he had been directed to do, appellant would be liable for any injury resulting to him, even though the negligence of the child may have contributed to the accident. If the child left the task which he had been directed to perform, and, while not engaged in doing work which he had been directed to do by his master, was injured through an accident to which his own negligence contributed while he was still in or upon the premises of the master, a different question would present itself.

The injury resulted from the unlawful employment, and while appellee was engaged in doing the precise thing that appellant directed him to do. To hold that contributory negligence under such circumstances is a defense would be to defeat one purpose of the statute.

Evidence offered by appellant tended to show that at the time the boy was employed he stated that he was 16 years of age. Appellee denied this. The appellant offered to prove that if the boy had correctly stated his age he would not have been employed. The evidence so offered was excluded, and appellant asked instructions to the effect that if the boy falsely represented at the time of his employment that he was 16 years of age, and that he obtained his employment by reason of such false statement, there could be no recovery. These instructions were refused, and it is argued that the appellant was not liable unless it appeared that it had knowingly violated this statute. The dramshop act forbids the sale of intoxicating liquors to minors. This court has held, under that statute, that it is immaterial whether the dramshop keeper knew the purchaser to be a minor, and that it is no answer to say that the seller may be imposed upon and made to suffer the penalties of the law when he had no intention to violate its provisions. (*McCutcheon v. People*, 69 Ill. 601.) The reasoning which led to that conclusion obtains here. Appellant was, by the statute, permitted to employ in its shops only persons above the age of 14 years. It must ascertain, at its peril, that the persons it employs are members of the class of persons it may lawfully employ.

Appellant also questions the refusal of an instruction to the effect that if the appellee, knowing that he was under the age of 14 years, obtained his employment by falsely representing that he was 16 years of age, he can not take advantage of his false statement and recover in this action, and it is said that this instruction should have been given, on the theory that the law will not permit a plaintiff to recover where his own unlawful act concurs in causing the injury of which he complains. This doctrine is not applicable, for the reason that the statute under consideration is aimed at the master, and not at the servant. The act of the child in accepting or entering into the employment is not unlawful. Moreover, if

the child's statement to the effect that he was above the age of 16 would constitute a defense, the law could never be enforced in any case where the child was willing to make a false statement in reference to his age for the purpose of obtaining the employment. The object of this statute was to entirely prevent the employment of children under the age of 14 in the occupations named therein, and it should be given a construction that will effectuate that purpose, if that end can be attained, as we think it can, without doing violence to the letter of the enactment.

EMPLOYERS' LIABILITY—RAILROAD COMPANIES—CONTRACT WITH RELIEF DEPARTMENT—EFFECT OF STATUTORY RECOVERY—*Baltimore and Ohio Railroad Company v. Ray*, Appellate Court of Indiana, 73 *Northeastern Reporter*, page 942.—This was an action by Emma Ray to recover on a contract with the relief department of the railroad for the death of her husband, Robert M. Ray, who had been an employee of the company. Prior to the bringing of this suit, damages had been awarded Mrs. Ray in a Federal court, in a suit as administratrix, which she sought to recover for the exclusive benefit of her children. The court ruled, however, under sec. 285, Burn's Ann. St. 1901, that the action was "for the benefit of the widow and children of said Robert M. Ray," and the judgment was in accordance with this ruling.

In this action, which was for an additional recovery for her own benefit, judgment was allowed in the circuit court of Dekalb county, from which the railroad company appealed and secured a reversal.

The grounds for this reversal, as well as further facts in the case, appear in the following extracts from the remarks of Judge Robinson, who delivered the opinion of the court:

Appellee's husband, Robert Ray, in October, 1889, entered appellant's employ as a locomotive fireman, and became a member of the relief department. In his application for membership in the relief department—which application he agrees, when accepted by the superintendent, which was done, shall constitute a contract between him and the company—he agrees, among other things, that the bringing of a suit against the company for damages, by reason of his injury or death, by "any beneficiary or legal representative, or for the use of any beneficiary alone or with others, or the payment by any of the companies aforesaid of damages for such injury or death, recovered in any suit or determined by compromise, or of any costs incurred therein, shall operate as a release in full to the relief department of all claims by reason of any membership therein." The application and acceptance, with the regulations of the relief department, constitute the contract upon which this action is brought.

Appellee argues that the clause in the contract which provides that the bringing of a suit for damages by the personal representative of the deceased employee shall forfeit all rights to benefits is

void as against public policy. But this clause can in no sense be construed as a contract by which appellant could escape a legal liability for its torts. No phase of public policy prohibited Ray from agreeing that whatever compensation he might accept should be in lieu of any claim he might otherwise have against the relief fund. As said by the court in Pittsburgh, etc., *R. Co. v. Moore*, 152 Ind. 345, 53 N. E. 290, 44 L. R. A. 638: "It is nothing more or less than a contract for a choice between sources of compensation where but a single one existed, and it is the final choice—the acceptance of one against the other—that gives validity to the transaction." [See Bulletin No. 23, p. 589.]

Nor is the contract objectionable because it undertakes to bind persons who are not parties to it. Appellee's action is based upon the contract made by her husband. Without that contract she has no right of action. She must take the contract as it was made, or not take it at all. By the contract of membership and the regulations of the relief department, by which the member agreed to be bound, he agreed that the bringing of a suit, for damages for his death, by his beneficiary or legal representative, or the payment of damages for such death, recovered in any suit or determined by compromise, should operate as a release in full to the relief department of all claims by reason of his membership therein. As a beneficiary, appellee takes merely what her husband contracted she should take. Without his contract she would have no claim on the relief department. He did not contract away any right she had in his estate, but attempted to create a right for her by contract. She had no rights as a beneficiary prior to the contract, and whatever claim she urges must be in accord with the terms of the contract. And, by the express terms of the condition named in the contract, she is barred from a recovery.

EXAMINATION, LICENSING, ETC., OF BARBERS—CONSTRUCTION OF STATUTE—*State v. Tag*, *Court of Appeals of Maryland*, 60 *Atlantic Reporter*, page 465.—This case was before the court of appeals on an appeal by the State from a judgment of the criminal court of Baltimore. In this court John H. Tag was indicted for a violation of the license law applying to barbers, and demurred to the indictment. The demurrer was sustained on the ground that the law in question had no application to barbers who were practicing their trade as such at the time of the enactment of the law. The court of appeals held the same view, and dismissed the appeal of the State. The grounds for this decision appear in the following extracts from the opinion of the court as delivered by Judge Fowler:

Neither the constitutionality or the validity of the act is in any manner assailed, and the sole question involved is that which is so briefly and clearly expressed in the opinion of the learned judge who decided this case below, viz., do acts 1904, p. 393, c. 226, apply to or affect any person who was occupied or working as a barber in this State when the act was passed?

In the first place, let us see exactly what is the language relied on by the State to sustain this prosecution. The sections which the traverser [Tag] is alleged to have violated are the sixth and eighth. The sixth provides that "no person shall hereafter practice the occupation of a barber in this State unless such person shall have first received a certificate of qualification from the board of examiners provided for in section 1 of this act, for the purpose of examining applicants for certificates of qualification as barbers. The said board of examiners shall appoint the time and places for holding examinations." And the eighth is as follows: "Every person now engaged in the business of a barber in this State shall, within three months after the passage of this act, file an affidavit with the secretary of said board, setting forth his name, place of business, post-office address, the length of time he has been engaged in the business of a barber, and pay to the treasurer the sum of one dollar for the certificate provided for in this act." These sections, standing alone, present no difficulty, but it is the thirteenth section upon which the traverser relies to sustain his contention. It will be remembered that both counts of the indictment allege that at the time this act went into effect the traverser was engaged in the practice and occupation of a barber, and hence the demurrers admit this fact. Now the thirteenth section provides, after defining what shall be construed as practicing the occupation of a barber, about which there is no controversy here, that "this act shall not in any way apply to or affect any person who is now [that is, when the act was passed] occupied or working as a barber in this State." Certainly there could be nothing clearer, if this section stood alone, than that the traverser, who is conceded to have been working as a barber in this State when the law was passed, is by its express terms excluded from its operation and effect. It is perfectly apparent, therefore, that sections 6 and 8 are broad and general enough to include all persons engaged in the business of barbers in this State; but it is equally clear that by section 13 it is declared emphatically that "this act" shall not in any way apply to or affect them.

It was contended with great force on the part of the appellant that the construction adopted by the court below substantially nullifies the whole law, and that therefore such a construction should not prevail; that the one vital object intended by the legislature was to provide for the cleanliness and sanitary condition of all barber shops; and that this intention could not be carried out if the sanitary provisions of the act are not to be applied to all barbers alike. We entirely agree with the proposition that it is our duty, if possible, to so construe the law as to effectuate the intention of the legislature; and we think, too, that it may be conceded that it was—it certainly ought to have been—its intention to require every barber in this State to conduct his business in a cleanly and sanitary manner. But it does not by any means follow that therefore this law must be enforced against all barbers.

It is not within our power to mold the statute into what we may think it ought to be; but it is our plain duty to discover the intention of the legislature from the language used, and to give that language its most natural and obvious import and construction. While section 13, if construed as we have said it should be, does undoubtedly

limit the application of the preceding sections, yet this is nothing more than is frequently done. It is entirely possible, nay probable, that, after making the act general in its application to all barbers in the State, the legislature was induced to exempt the class to which the appellee belongs.

Nor are we able to adopt the view of the appellant that section 13 should be read as if it applies only to apprentices, for it seems to us that the very language of the section excludes such a construction.

We have not been able to find that there was a final judgment entered in the court below in favor of the traverser and against the State. If such judgment had been entered, we would have affirmed it; but, no final judgment having been entered, the appeal will be dismissed.

HOURS OF LABOR—BAKERIES—POLICE POWER—CONSTITUTIONALITY OF STATUTE—*Lochner v. New York*, *United States Supreme Court*, 25 *Supreme Court Reporter*, page 539.—This case, involving the constitutionality of the New York statute forbidding employment in bakeries and confectionery establishments for more than ten hours per day or sixty hours per week, was before the Supreme Court on an appeal from the court of appeals of New York. (For the law in full, see Bulletin No. 15, pp. 268, 269.) In that court the law had been upheld by a divided court on the grounds that it was a health law and therefore within the police power of the State. (This case was reported in 69 N. E. Rep., 373. See also Bulletin No. 57, p. 698.)

The New York court of appeals was reversed by the Supreme Court, the judges standing five in favor of the opinion declaring the statute unconstitutional against four for upholding the law.

On account of the great importance of this case, not only the prevailing opinion, as delivered by Judge Peckham, but also the dissenting opinions of Judge Holmes and Judge Harlan are reproduced at length.

After stating the facts Judge Peckham said:

The indictment, it will be seen, charges that the plaintiff in error violated the 110th section of article 8, chapter 415, of the Laws of 1897, known as the labor law of the State of New York, in that he wrongfully and unlawfully required and permitted an employee working for him to work more than sixty hours in one week. There is nothing in any of the opinions delivered in this case, either in the supreme court or the court of appeals of the State, which construes the section, in using the word "requires," as referring to any physical force being used to obtain the labor of an employee. It is assumed that the word means nothing more than the requirement arising from voluntary contract for such labor in excess of the number of hours specified in the statute. There is no pretense in any of the opinions that the statute was intended to meet a case of involuntary labor in any form. All the opinions assume that there is no real distinction, so far as this question is concerned, between the words "required" and "permitted." The mandate of the statute, that "no employee

shall be required or permitted to work," is the substantial equivalent of an enactment that "no employee shall contract or agree to work," more than ten hours per day; and, as there is no provision for special emergencies, the statute is mandatory in all cases. It is not an act merely fixing the number of hours which shall constitute a legal day's work, but an absolute prohibition upon the employer permitting, under any circumstances, more than ten hours' work to be done in his establishment. The employee may desire to earn the extra money which would arise from his working more than the prescribed time, but this statute forbids the employer from permitting the employee to earn it.

The statute necessarily interferes with the right of contract between the employer and employees, concerning the number of hours in which the latter may labor in the bakery of the employer. The general right to make a contract in relation to his business is part of the liberty of the individual protected by the 14th amendment of the Federal Constitution. (*Allgeyer v. Louisiana*, 165 U. S. 578, 41 L. ed. 832, 17 Sup. Ct. Rep. 427.) Under that provision no State can deprive any person of life, liberty, or property without due process of law. The right to purchase or to sell labor is part of the liberty protected by this amendment, unless there are circumstances which exclude the right. There are, however, certain powers, existing in the sovereignty of each State in the Union, somewhat vaguely termed "police powers," the exact description and limitation of which have not been attempted by the courts. Those powers, broadly stated, and without, at present, any attempt at a more specific limitation, relate to the safety, health, morals, and general welfare of the public. Both property and liberty are held on such reasonable conditions as may be imposed by the governing power of the State in the exercise of those powers, and with such conditions the 14th amendment was not designed to interfere. [Cases cited.]

The State, therefore, has power to prevent the individual from making certain kinds of contracts, and in regard to them the Federal Constitution offers no protection. If the contract be one which the State, in the legitimate exercise of its police power, has the right to prohibit, it is not prevented from prohibiting it by the 14th amendment. Contracts in violation of a statute, either of the Federal or State government, or a contract to let one's property for immoral purposes, or to do any other unlawful act, could obtain no protection from the Federal Constitution, as coming under the liberty of person or of free contract. Therefore, when the State, by its legislature, in the assumed exercise of its police powers, has passed an act which seriously limits the right to labor or the right of contract in regard to their means of livelihood between persons who are *sui juris* (both employer and employee), it becomes of great importance to determine which shall prevail—the right of the individual to labor for such time as he may choose, or the right of the State to prevent the individual from laboring, or from entering into any contract to labor, beyond a certain time prescribed by the State.

This court has recognized the existence and upheld the exercise of the police powers of the States in many cases which might fairly be considered as border ones, and it has, in the course of its determination of questions regarding the asserted invalidity of such statutes, on the ground of their violation of the rights secured by the Federal

Constitution, been guided by rules of a very liberal nature, the application of which has resulted, in numerous instances, in upholding the validity of State statutes thus assailed. Among the later cases where the State law has been upheld by this court is that of *Holden v. Hardy*, 169 U. S. 366, 42 L. ed. 780, 18 Sup. Ct. Rep. 383. [See Bulletin No. 10, p. 387.] A provision in the act of the legislature of Utah was there under consideration, the act limiting the employment of workmen in all underground mines or workings, to eight hours per day, "except in cases of emergency, where life or property is in imminent danger." It also limited the hours of labor in smelting and other institutions for the reduction or refining of ores or metals to eight hours per day, except in like cases of emergency. The act was held to be a valid exercise of the police powers of the State. A review of many of the cases on the subject, decided by this and other courts, is given in the opinion. It was held that the kind of employment, mining, smelting, etc., and the character of the employees in such kinds of labor, were such as to make it reasonable and proper for the State to interfere to prevent the employees from being constrained by the rules laid down by the proprietors in regard to labor. The following citation from the observations of the supreme court of Utah in that case was made by the judge writing the opinion of this court, and approved: "The law in question is confined to the protection of that class of people engaged in labor in underground mines, and in smelters and other works wherein ores are reduced and refined. This law applies only to the classes subjected by their employment to the peculiar conditions and effects attending underground mining and work in smelters, and other works for the reduction and refining of ores. Therefore it is not necessary to discuss or decide whether the legislature can fix the hours of labor in other employments."

It will be observed that, even with regard to that class of labor, the Utah statute provided for cases of emergency wherein the provisions of the statute would not apply. The statute now before this court has no emergency clause in it, and, if the statute is valid, there are no circumstances and no emergencies under which the slightest violation of the provisions of the act would be innocent. There is nothing in *Holden v. Hardy* which covers the case now before us. Nor does *Atkin v. Kansas*, 191 U. S. 207, 48 L. ed. 148, 24 Sup. Ct. Rep. 124 [see Bulletin No. 50, p. 377], touch the case at bar. The *Atkin* case was decided upon the right of the State to control its municipal corporations, and to prescribe the conditions upon which it will permit work of a public character to be done for a municipality. *Knoxville Iron Co. v. Harbison*, 183 U. S. 13, 46 L. ed. 55, 22 Sup. Ct. Rep. 1, is equally far from an authority for this legislation. The employees in that case were held to be at a disadvantage with the employer in matters of wages, they being miners and coal workers, and the act simply provided for the cashing of coal orders when presented by the miner to the employer.

The latest case decided by this court, involving the police power, is that of *Jacobson v. Massachusetts*, decided at this term and reported in 197 U. S. 11, ante, p. 358, 25 Sup. Ct. Rep. 358. It related to compulsory vaccination, and the law was held valid as a proper exercise of the police powers with reference to the public health. It was stated in the opinion that it was a case "of an adult who, for aught that appears, was himself in perfect health and a

fit subject of vaccination, and yet, while remaining in the community, refused to obey the statute and the regulation, adopted in execution of its provisions, for the protection of the public health and the public safety, confessedly endangered by the presence of a dangerous disease." That case is also far from covering the one now before the court.

Petit v. Minnesota, 177 U. S. 164, 44 L. ed. 716, 20 Sup. Ct. Rep. 666, was upheld as a proper exercise of the police power relating to the observance of Sunday, and the case held that the legislature had the right to declare that, as matter of law, keeping barber shops open on Sunday was not a work of necessity or charity.

It must, of course, be conceded that there is a limit to the valid exercise of the police power by the State. There is no dispute concerning this general proposition. Otherwise the 14th amendment would have no efficacy and the legislatures of the States would have unbounded power, and it would be enough to say that any piece of legislation was enacted to conserve the morals, the health, or the safety of the people; such legislation would be valid, no matter how absolutely without foundation the claim might be. The claim of the police power would be a mere pretext—become another and delusive name for the supreme sovereignty of the State to be exercised free from constitutional restraint. This is not contended for. In every case that comes before this court, therefore, where legislation of this character is concerned, and where the protection of the Federal Constitution is sought, the question necessarily arises: Is this a fair, reasonable, and appropriate exercise of the police power of the State, or is it an unreasonable, unnecessary, and arbitrary interference with the right of the individual to his personal liberty, or to enter into those contracts in relation to labor which may seem to him appropriate or necessary for the support of himself and his family? Of course the liberty of contract relating to labor includes both parties to it. The one has as much right to purchase as the other to sell labor.

This is not a question of substituting the judgment of the court for that of the legislature. If the act be within the power of the State it is valid, although the judgment of the court might be totally opposed to the enactment of such a law. But the question would still remain: Is it within the police power of the State? and that question must be answered by the court.

The question whether this act is valid as a labor law, pure and simple, may be dismissed in a few words. There is no reasonable ground for interfering with the liberty of person or the right of free contract, by determining the hours of labor, in the occupation of a baker. There is no contention that bakers as a class are not equal in intelligence and capacity to men in other trades or manual occupations, or that they are not able to assert their rights and care for themselves without the protecting arm of the State, interfering with their independence of judgment and of action. They are in no sense wards of the State. Viewed in the light of a purely labor law, with no reference whatever to the question of health, we think that a law like the one before us involves neither the safety, the morals, nor the welfare, of the public, and that the interest of the public is not in the slightest degree affected by such an act. The law must be upheld, if at all, as a law pertaining to the health of the individual engaged in the occupation of a baker. It does not affect any other portion of

the public than those who are engaged in that occupation. Clean and wholesome bread does not depend upon whether the baker works but ten hours per day or only sixty hours a week. The limitation of the hours of labor does not come within the police power on that ground.

It is a question of which of two powers or rights shall prevail—the power of the State to legislate or the right of the individual to liberty of person and freedom of contract. The mere assertion that the subject relates, though but in a remote degree, to the public health does not necessarily render the enactment valid. The act must have a more direct relation, as a means to an end, and the end itself must be appropriate and legitimate, before an act can be held to be valid which interferes with the general right of an individual to be free of his person and in his power to contract in relation to his own labor.

This case has caused much diversity of opinion in the State courts. In the supreme court two of the five judges composing the court dissented from the judgment affirming the validity of the act. In the court of appeals three of the seven judges also dissented from the judgment upholding the statute. Although found in what is called a labor law of the State, the court of appeals has upheld the act as one relating to the public health—in other words, as a health law. One of the judges of the court of appeals, in upholding the law, stated that, in his opinion, the regulation in question could not be sustained unless they were able to say, from common knowledge, that working in a bakery and candy factory was an unhealthy employment. The judge held that, while the evidence was not uniform, it still led him to the conclusion that the occupation of a baker or confectioner was unhealthy and tended to result in disease of the respiratory organs. Three of the judges dissented from this view, and they thought the occupation of a baker was not to be considered an extent unhealthy as to warrant the interference of the legislature with the liberty of the individual.

We think the limit of the police power has been reached and passed in this case. There is, in our judgment, no reasonable foundation for holding this to be necessary or appropriate as a health law to safeguard the public health, or the health of the individuals who are following the trade of a baker. If this statute be valid, and if, therefore, a proper case is made out in which to deny the right of an individual, *sui juris*, as employer or employee, to make contracts of his labor under the protection of the provisions of the Federal Constitution, there would seem to be no length to which legislation of this nature might not go. The case differs widely from what we have already stated, from the expressions of this court in regard to laws of this nature, as stated in *Holden v. Hardy*, 169 U. S. 366, 42 L. ed. 780, 18 Sup. Ct. Rep. 383, and *Jacobson v. Massachusetts*, 197 U. S. 11, ante, 358, 25 Sup. Ct. Rep. 358.

We think that there can be no fair doubt that the trade of a baker, in and of itself, is not an unhealthy one to that degree which would authorize the legislature to interfere with the right to labor and with the right of free contract on the part of the individual, either as employer or employee. In looking through statistics regarding all trades and occupations, it may be true that the trade of a baker does not appear to be as healthy as some other trades, and is also vastly more healthy than still others. To the common understanding the trade of a baker has never been regarded as

unhealthy one. Very likely physicians would not recommend the exercise of that or of any other trade as a remedy for ill health. Some occupations are more healthy than others, but we think there are none which might not come under the power of the legislature to supervise and control the hours of working therein, if the mere fact that the occupation is not absolutely and perfectly healthy is to confer that right upon the legislative department of the government. It might be safely affirmed that almost all occupations more or less affect the health. There must be more than the mere fact of the possible existence of some small amount of unhealthiness to warrant legislative interference with liberty. It is unfortunately true that labor, even in any department, may possibly carry with it the seeds of unhealthiness. But are we all, on that account, at the mercy of legislative majorities? A printer, a tinsmith, a locksmith, a carpenter, a cabinetmaker, a dry goods clerk, a bank's, a lawyer's, or a physician's clerk, or a clerk in almost any kind of business, would all come under the power of the legislature, on this assumption. No trade, no occupation, no mode of earning one's living, could escape this all-pervading power, and the acts of the legislature in limiting the hours of labor in all employments would be valid, although such limitation might seriously cripple the ability of the laborer to support himself and his family. In our large cities there are many buildings into which the sun penetrates for but a short time in each day, and these buildings are occupied by people carrying on the business of bankers, brokers, lawyers, real estate, and many other kinds of business, aided by many clerks, messengers, and other employees. Upon the assumption of the validity of this act under review, it is not possible to say that an act, prohibiting lawyers' or bank clerks, or others, from contracting to labor for their employers more than eight hours a day would be invalid. It might be said that it is unhealthy to work more than that number of hours in an apartment lighted by artificial light during the working hours of the day; that the occupation of the bank clerk, the lawyer's clerk, the real-estate clerk, or the broker's clerk, in such offices is therefore unhealthy, and the legislature, in its paternal wisdom, must, therefore, have the right to legislate on the subject of, and to limit, the hours for such labor; and, if it exercises that power, and its validity be questioned, it is sufficient to say, it has reference to the public health; it has reference to the health of the employees condemned to labor day after day in buildings where the sun never shines; it is a health law, and therefore it is valid, and can not be questioned by the courts.

It is also urged, pursuing the same line of argument, that it is to the interest of the State that its population should be strong and robust, and therefore any legislation which may be said to tend to make people healthy must be valid as health laws, enacted under the police power. If this be a valid argument and a justification for this kind of legislation, it follows that the protection of the Federal Constitution from undue interference with liberty of person and freedom of contract is visionary, wherever the law is sought to be justified as a valid exercise of the police power. Scarcely any law but might find shelter under such assumptions, and conduct, properly so called, as well as contract, would come under the restrictive sway of the legislature. Not only the hours of employees, but

the hours of employers, could be regulated, and doctors, lawyers, ministers, all professional men, as well as athletes and artisans, could be forbidden to fatigue their brains and bodies by prolonged hours of exercise, lest the fighting strength of the State be impaired. We mention these extreme cases because the contention is extreme. We do not believe in the soundness of the views which uphold this law. On the contrary, we think that such a law as this, although passed in the assumed exercise of the police power, and as relating to the public health, or the health of the employees named, is not within that power, and is invalid. The act is not, within any fair meaning of the term, a health law, but is an illegal interference with the rights of individuals, both employers and employees, to make contracts regarding labor upon such terms as they may think best, or which they may agree upon with the other parties to such contracts. Statutes of the nature of that under review, limiting the hours in which grown and intelligent men may labor to earn their living, are mere meddlesome interferences with the rights of the individual, and they are not saved from condemnation by the claim that they are passed in the exercise of the police power and upon the subject of the health of the individual whose rights are interfered with, unless there be some fair ground, reasonable in and of itself, to say that there is material danger to the public health, or to the health of the employees, if the hours of labor are not curtailed. If this be not clearly the case, the individuals whose rights are thus made the subject of legislative interference are under the protection of the Federal Constitution regarding their liberty of contract as well as of person; and the legislature of the State has no power to limit their right as proposed in this statute. All that it could properly do has been done by it with regard to the conduct of bakeries, as provided for in the other sections of the act, above set forth. These several sections provide for the inspection of the premises where the bakery is carried on, with regard to furnishing proper wash rooms and water-closets, apart from the bake room, also with regard to providing proper drainage, plumbing, and painting; the sections, in addition, provide for the height of the ceiling, the cementing or tiling of floors, where necessary in the opinion of the factory inspector, and for other things of that nature; alterations are also provided for, and are to be made where necessary in the opinion of the inspector, in order to comply with the provisions of the statute. These various sections may be wise and valid regulations, and they certainly go to the full extent of providing for the cleanliness and the healthiness, so far as possible, of the quarters in which bakeries are to be conducted. Adding to all these requirements a prohibition to enter into any contract of labor in a bakery for more than a certain number of hours a week, is, in our judgment, so wholly beside the matter of a proper, reasonable, and fair provision as to run counter to that liberty of person and of free contract provided for in the Federal Constitution.

It was further urged on the argument that restricting the hours of labor in the case of bakers was valid because it tended to cleanliness on the part of the workers, as a man was more apt to be cleanly when not overworked, and if cleanly then his "output" was also more likely to be so. What has already been said applies with equal force to this contention. We do not admit the reasoning to be *sufficient* to justify the claimed right of such interference. The State

in that case would assume the position of a supervisor, or *pater familias*, over every act of the individual, and its right of governmental interference with his hours of labor, his hours of exercise, the character thereof, and the extent to which it shall be carried would be recognized and upheld. In our judgment it is not possible in fact to discover the connection between the number of hours a baker may work in the bakery and the healthful quality of the bread made by the workman. The connection, if any exist, is too shadowy and thin to build any argument for the interference of the legislature. If the man works ten hours a day it is all right, but if ten and a half or eleven his health is in danger and his bread may be unhealthy, and, therefore, he shall not be permitted to do it. This, we think, is unreasonable and entirely arbitrary. When assertions such as we have adverted to become necessary in order to give, if possible, a plausible foundation for the contention that the law is a "health law," it gives rise to at least a suspicion that there was some other motive dominating the legislature than the purpose to subserve the public health or welfare.

This interference on the part of the legislatures of the several States with the ordinary trades and occupations of the people seems to be on the increase. In the supreme court of New York, in the case of *People v. Beattie*, appellate division, first department, decided in 1904 (93 App. Div. 383, 89 N. Y. Supp. 193), a statute regulating the trade of horseshoeing, and requiring the person practicing such trade to be examined, and to obtain a certificate from a board of examiners and file the same with the clerk of the county wherein the person proposes to practice such trade, was held invalid, as an arbitrary interference with personal liberty and private property without due process of law. The attempt was made, unsuccessfully, to justify it as a health law.

The same kind of a statute was held invalid (re Aubry) by the supreme court of Washington in December, 1904. (78 Pac. 900.) The court held that the act deprived citizens of their liberty and property without due process of law, and denied to them the equal protection of the laws. It also held that the trade of a horseshoer is not a subject of regulation under the police power of the State, as a business concerning and directly affecting the health, welfare, or comfort of its inhabitants; and that, therefore, a law which provided for the examination and registration of horseshoers in certain cities was unconstitutional, as an illegitimate exercise of the police power.

The supreme court of Illinois, in *Bessette v. People*, 193 Ill. 334, 56 L. R. A. 558, 62 N. E. 215, also held that a law of the same nature, providing for the regulation and licensing of horseshoers, was unconstitutional as an illegal interference with the liberty of the individual in adopting and pursuing such calling as he may choose, subject only to the restraint necessary to secure the common welfare. (See also *Godcharles v. Wigeman*, 113 Pa. 431, 437, 6 Atl. 354; *Low v. Rees Printing Co.* 41 Neb. 127, 145, 24 L. R. A. 702, 43 Am. St. Rep. 670, 59 N. W. 362.) In these cases the courts upheld the right of free contract and the right to purchase and sell labor upon such terms as the parties may agree to.

It is impossible for us to shut our eyes to the fact that many of the laws of this character, while passed under what is claimed to be the police power for the purpose of protecting the public health or welfare,

are, in reality, passed from other motives. We are justified in saying so when, from the character of the law and the subject upon which it legislates, it is apparent that the public health or welfare bears but the most remote relation to the law. The purpose of a statute must be determined from the natural and legal effect of the language employed; and whether it is or is not repugnant to the Constitution of the United States must be determined from the natural effect of such statutes when put into operation, and not from their proclaimed purpose. [Cases cited.]

It is manifest to us that the limitation of the hours of labor as provided for in this section of the statute under which the indictment was found, and the plaintiff in error convicted, has no such direct relation to, and no such substantial effect upon, the health of the employee, as to justify us in regarding the section as really a health law. It seems to us that the real object and purpose were simply to regulate the hours of labor between the master and his employees (all being men, *sui juris*), in a private business, not dangerous in any degree to morals, or in any real and substantial degree to the health of the employees. Under such circumstances the freedom of master and employee to contract with each other in relation to their employment, and in defining the same, can not be prohibited or interfered with without violating the Federal Constitution.

The judgment of the court of appeals of New York, as well as that of the supreme court and of the county court of Oneida County, must be reversed and the case remanded to the county court for further proceedings not inconsistent with this opinion.

Mr. Justice Holmes dissenting:

I regret sincerely that I am unable to agree with the judgment in this case, and that I think it my duty to express my dissent.

This case is decided upon an economic theory which a large part of the country does not entertain. If it were a question whether I agreed with that theory, I should desire to study it further and long before making up my mind. But I do not conceive that to be my duty, because I strongly believe that my agreement or disagreement has nothing to do with the right of a majority to embody their opinions in law. It is settled by various decisions of this court that State constitutions and State laws may regulate life in many ways which we as legislators might think as injudicious, or if you like as tyrannical, as this, and which, equally with this, interfere with the liberty of contract. Sunday laws and usury laws are ancient examples. A more modern one is the prohibition of lotteries. The liberty of the citizen to do as he likes so long as he does not interfere with the liberty of others to do the same, which has been a shibboleth for some well-known writers, is interfered with by school laws, by the post-office, by every State or municipal institution which takes his money for purposes thought desirable, whether he likes it or not. The 14th amendment does not enact Mr. Herbert Spencer's Social Statics. The other day we sustained the Massachusetts vaccination law. (*Jacobson v. Massachusetts*, 197 U. S. 11, ante, p. 358, 25 Sup. Ct. Rep. 358.) United States and State statutes and decisions cutting down the liberty to contract by way of combination are familiar to this court. (*Northern Securities Co. v. United States*, 193 U. S. 197, 48 L. ed. 679, 24 Sup. Ct. Rep. 436.) Two years ago we upheld the prohibition of sales of stock on margins, or for future delivery, in

the constitution of California. (*Otis v. Parker*, 187 U. S. 606, 47 L. ed. 323, 23 Sup. Ct. Rep. 168.) The decision sustaining an eight-hour law for miners is still recent. (*Holden v. Hardy*, 169 U. S. 366, 42 L. ed. 780, 18 Sup. Ct. Rep. 383.) Some of these laws embody convictions or prejudices which judges are likely to share. Some may not. But a constitution is not intended to embody a particular economic theory, whether of paternalism and the organic relation of the citizen to the state or of *laissez faire*. It is made for people of fundamentally differing views, and the accident of our finding certain opinions natural and familiar, or novel, and even shocking, ought not to conclude our judgment upon the question whether statutes embodying them conflict with the Constitution of the United States.

General propositions do not decide concrete cases. The decisions will depend on a judgment or intuition more subtle than any articulate major premise. But I think that the proposition just stated, if it is accepted, will carry us far toward the end. Every opinion tends to become a law. I think that the word "liberty," in the 14th amendment, is perverted when it is held to prevent the natural outcome of a dominant opinion, unless it can be said that a rational and fair man necessarily would admit that the statute proposed would infringe fundamental principles as they have been understood by the traditions of our people and our law. It does not need research to show that no such sweeping condemnation can be passed upon the statute before us. A reasonable man might think it a proper measure on the score of health. Men whom I certainly would not pronounce unreasonable would uphold it as a first installment of a general regulation of the hours of work. Whether in the latter aspect it would be open to the charge of inequality I think it unnecessary to discuss.

Mr. Justice Harlan (with whom Mr. Justice White and Mr. Justice Day concurred) dissenting:

While this court has not attempted to mark the precise boundaries of what is called the police power of the State, the existence of the power has been uniformly recognized, equally by the Federal and State courts.

All the cases agree that this power extends at least to the protection of the lives, the health, and the safety of the public against the injurious exercise by any citizen of his own rights.

In *Patterson v. Kentucky*, 97 U. S. 501, 24 L. ed. 1115, after referring to the general principle that rights given by the Constitution can not be impaired by State legislation of any kind, this court said: "It [this court] has, nevertheless, with marked distinctness and uniformity, recognized the necessity, growing out of the fundamental conditions of civil society, of upholding State police regulations which were enacted in good faith, and had appropriate and direct connection with that protection to life, health, and property which each State owes to her citizens." So in *Barbier v. Connolly*, 113 U. S. 27, 28 L. ed. 923, 5 Sup. Ct. Rep. 357: "But neither the [14th] amendment—broad and comprehensive as it is—nor any other amendment, was designed to interfere with the power of the State, sometimes termed its police power, to prescribe regulations to promote the health, peace, morals, education, and good order of the people.

Speaking generally, the State, in the exercise of its powers, may not unduly interfere with the right of the citizen to enter into contracts that may be necessary and essential in the enjoyment of the inherent rights belonging to everyone, among which rights is the right "to be free in the enjoyment of all his faculties, to be free to use them in all lawful ways, to live and work where he will, to earn his livelihood by any lawful calling, to pursue any livelihood or avocation." This was declared in *Allgeyer v. Louisiana*, 165 U. S. 578, 589, 41 L. ed. 832, 835, 17 Sup. Ct. Rep. 427, 431. But in the same case it was conceded that the right to contract in relation to persons and property, or to do business, within a State, may be "regulated, and sometimes prohibited, when the contracts or business conflict with the policy of the State as contained in its statutes." (P. 591, L. ed. p. 836, Sup. Ct. Rep. p. 432.)

So, as said in *Holden v. Hardy*, 169 U. S. 366, 391, 42 L. ed. 780, 790, 18 Sup. Ct. Rep. 383, 388: "This right of contract, however, is itself subject to certain limitations which the State may lawfully impose in the exercise of its police powers. While this power is inherent in all governments, it has doubtless been greatly expanded in its application during the past century, owing to an enormous increase in the number of occupations which are dangerous, or so far detrimental, to the health of employees as to demand special precautions for their well-being and protection, or the safety of adjacent property. While this court has held, notably in the cases *Davidson v. New Orleans*, 96 U. S. 97, 24 L. ed. 616, and *Yick Wo v. Hopkins*, 118 U. S. 356, 30 L. ed. 220, 6 Sup. Ct. Rep. 1064, that the police power can not be put forward as an excuse for oppressive and unjust legislation, it may be lawfully resorted to for the purpose of preserving the public health, safety, or morals, or the abatement of public nuisances; and a large discretion 'is necessarily vested in the legislature to determine, not only what the interests of the public require, but what measures are necessary for the protection of such interests.' (*Lawton v. Steele*, 152 U. S. 133, 136, 38 L. ed. 385, 388, 14 Sup. Ct. Rep. 499, 501.)" Referring to the limitations placed by the State upon the hours of workmen, the court in the same case said (p. 395, L. ed. p. 792, Sup. Ct. Rep. p. 389): "These employments, when too long pursued, the legislature has judged to be detrimental to the health of the employees, and, so long as there are reasonable grounds for believing that this is so, its decision upon this subject can not be reviewed by the Federal courts."

Subsequently, in *Gundling v. Chicago*, 177 U. S. 183, 188, 44 L. ed. 725, 728, 20 Sup. Ct. Rep. 633, 635, this court said: "Regulations respecting the pursuit of a lawful trade or business are of very frequent occurrence in the various cities of the country, and what such regulations shall be and to what particular trade, business, or occupation they shall apply, are questions for the State to determine, and their determination comes within the proper exercise of the police power by the State, and, unless the regulations are so utterly unreasonable and extravagant in their nature and purpose that the property and personal rights of the citizens are unnecessarily, and in a manner wholly arbitrary, interfered with or destroyed without due process of law, they do not extend beyond the power of the State to pass, and they form no subject for Federal interference. As stated in *Crowley v. Christensen*, 137 U. S. 86, 34 L. ed. 620, 11

Sup. Ct. Rep. 13, 'the possession and enjoyment of all rights are subject to such reasonable conditions as may be deemed by the governing authority of the country essential to the safety, health, peace, good order, and morals of the community.'"

In *St. Louis, I. M. & S. R. Co. v. Paul*, 173 U. S. 404, 409, 43 L. ed. 746, 748, 19 Sup. Ct. Rep. 419, and in *Knoxville Iron Co. v. Harbison*, 183 U. S. 13, 21, 22, 46 L. ed. 55, 61, 22 Sup. Ct. Rep. 1, it was distinctly adjudged that the right of contract was not "absolute, but may be subjected to the restraints demanded by the safety and welfare of the State." Those cases illustrate the extent to which the State may restrict or interfere with the exercise of the right of contracting.

The authorities on the same line are so numerous that further citations are unnecessary.

I take it to be firmly established that what is called the liberty of contract may, within certain limits, be subjected to regulations designed and calculated to promote the general welfare, or to guard the public health, the public morals, or the public safety. "The liberty secured by the Constitution of the United States to every person within its jurisdiction does not import," this court has recently said, "an absolute right in each person to be at all times and in all circumstances wholly freed from restraint. There are manifold restraints to which every person is necessarily subject for the common good." (*Jacobson v. Massachusetts*, 196 U. S. 11, ante, 358, 25 Sup. Ct. Rep. 358.)

Granting, then, that there is a liberty of contract which can not be violated even under the sanction of direct legislative enactment, but assuming, as according to settled law we may assume, that such liberty of contract is subject to such regulations as the State may reasonably prescribe for the common good and the well-being of society, what are the conditions under which the judiciary may declare such regulations to be in excess of legislative authority and void? Upon this point there is no room for dispute; for the rule is universal that a legislative enactment, Federal or State, is never to be disregarded or held invalid unless it be, beyond question, plainly and palpably in excess of legislative power. In *Jacobson v. Massachusetts*, 196 U. S. 11, ante, p. 358, 25 Sup. Ct. Rep. 358, we said that the power of the courts to review legislative action in respect of a matter affecting the general welfare exists *only* "when that which the legislature has done comes within the rule that, if a statute purporting to have been enacted to protect the public health, the public morals, or the public safety has no real or substantial relation to those objects, or is, beyond all question, a plain, palpable invasion of rights secured by the fundamental law." If there be doubt as to the validity of the statute, that doubt must therefore be resolved in favor of its validity, and the courts must keep their hands off, leaving the legislature to meet the responsibility for unwise legislation. If the end which the legislature seeks to accomplish be one to which its power extends, and if the means employed to that end, although not the wisest or best, are yet not plainly and palpably unauthorized by law, then the court can not interfere. In other words, when the validity of a statute is questioned, the burden of proof, so to speak, is upon those who assert it to be unconstitutional. (*McCulloch v. Maryland*, 4 Wheat. 316, 421, 4 L. ed. 579, 605.)

Let these principles be applied to the present case. By the statute in question it is provided that "no employee shall be required, or permitted, to work in a biscuit, bread, or cake bakery, or confectionery establishment, more than sixty hours in any one week, or more than ten hours in any one day, unless for the purpose of making a shorter work day on the last day of the week; nor more hours in any one week than will make an average of ten hours per day for the number of days during such week in which such employees shall work."

It is plain that this statute was enacted in order to protect the physical well-being of those who work in bakery and confectionery establishments. It may be that the statute had its origin, in part, in the belief that employers and employees in such establishments were not upon an equal footing, and that the necessities of the latter often compelled them to submit to such exactions as unduly tax their strength. Be this as it may, the statute must be taken as expressing the belief of the people of New York that, as a general rule, and in the case of the average man, labor in excess of sixty hours during a week in such establishments may endanger the health of those who thus labor. Whether or not this be wise legislation it is not the province of the court to inquire. Under our systems of government the courts are not concerned with the wisdom or policy of legislation. So that, in determining the question of power to interfere with liberty of contract, the court may inquire whether the means devised by the State are germane to an end which may be lawfully accomplished and bear a real or substantial relation to the protection of health, as involved in the daily work of the persons, male and female, engaged in bakery and confectionery establishments. But when this inquiry is entered upon I find it impossible, in view of common experience, to say that there is here no real or substantial relation between the means employed by the State and the end sought to be accomplished by its legislation. (*Mugler v. Kansas*, 123 U. S. 623, 661, 31 L. ed. 205, 210, 5 Sup. Ct. Rep. 273.) Nor can I say that the statute has no appropriate or direct connection with that protection to health which each State owes to her citizens (*Patterson v. Kentucky*, 97 U. S. 501, 24 L. ed. 715, 4 Sup. Ct. Rep. 383; *Haklen v. Hardy*, 169 U. S. 366, 391, 42 L. ed. 780, 790, 18 Sup. Ct. Rep. 383; *Lawton v. Steele*, 152 U. S. 133, 139, 38 L. ed. 147, 14 Sup. Ct. Rep. 499); or that the regulation prescribed by the State is utterly unreasonable and extravagant or wholly arbitrary (*Chicago*, 177 U. S. 183, 188, 44 L. ed. 725, 728, 20 Sup. Ct. Rep. 147). Still less can I say that the statute is, beyond question, a palpable invasion of rights secured by the fundamental law. (*Massachusetts*, 196 U. S. 11, ante, p. 358, 25 Sup. Ct. Rep. 147.) I submit that this court will transcend its functions if it attempts to annul the statute of New York. It must be remembered that this statute does not apply to all kinds of business. It applies only to work in bakery and confectionery establishments, in which, as is well known, the air constantly breathed by workmen is not as pure and healthful as that to be found in some other establishments. His treatise on the "Diseases of the Workers" has shown that the baker's is among the hardest and most laborious of occupations because it has to be performed under conditions

injurious to the health of those engaged in it. It is hard, very hard, work, not only because it requires a great deal of physical exertion in an overheated workshop and during unreasonably long hours, but more so because of the erratic demands of the public, compelling the baker to perform the greater part of his work at night, thus depriving him of an opportunity to enjoy the necessary rest and sleep—a fact which is highly injurious to his health." Another writer says: "The constant inhaling of flour dust causes inflammation of the lungs and of the bronchial tubes. The eyes also suffer through this dust, which is responsible for the many cases of running eyes among the bakers. The long hours of toil to which all bakers are subjected produce rheumatism, cramps, and swollen legs. The intense heat in the workshops induces the workers to resort to cooling drinks, which, together with their habit of exposing the greater part of their bodies to the change in the atmosphere, is another source of a number of diseases of various organs. Nearly all bakers are palefaced and of more delicate health than the workers of other crafts, which is chiefly due to their hard work and their irregular and unnatural mode of living, whereby the power of resistance against disease is greatly diminished. The average age of a baker is below that of other workmen; they seldom live over their fiftieth year, most of them dying between the ages of forty and fifty. During periods of epidemic diseases the bakers are generally the first to succumb to the disease, and the number swept away during such periods far exceeds the number of other crafts in comparison to the men employed in the respective industries. When, in 1720, the plague visited the city of Marseilles, France, every baker in the city succumbed to the epidemic, which caused considerable excitement in the neighboring cities and resulted in measures for the sanitary protection of the bakers."

In the Eighteenth Annual Report by the New York Bureau of Statistics of Labor it is stated that among the occupations involving exposure to conditions that interfere with nutrition is that of a baker (p. 52). In that report it is also stated that, "from a social point of view, production will be increased by any change in industrial organization which diminishes the number of idlers, paupers, and criminals. Shorter hours of work, by allowing higher standards of comfort and purer family life, promise to enhance the industrial efficiency of the wage-working class,—improved health, longer life, more content and greater intelligence and inventiveness" (p. 82).

Statistics show that the average daily working time among workmen in different countries is, in Australia, eight hours; in Great Britain, nine; in the United States, nine and three-quarters; in Denmark, nine and three-quarters; in Norway, ten; Sweden, France, and Switzerland, ten and one-half; Germany, ten and one-quarter; Belgium, Italy, and Austria, eleven; and in Russia, twelve hours.

We judicially know that the question of the number of hours during which a workman should continuously labor has been, for a long period, and is yet, a subject of serious consideration among civilized peoples, and by those having special knowledge of the laws of health. Suppose the statute prohibited labor in bakery and confectionery establishments in excess of eighteen hours each day. No one, I take it, could dispute the power of the State to enact such a statute. But the statute before us does not embrace extreme or exceptional cases. It may be said to occupy a middle ground in respect of the hours of

labor. What is the true ground for the State to take between legitimate protection, by legislation, of the public health and liberty of contract is not a question easily solved, nor one in respect of which there is or can be absolute certainty. There are very few, if any, questions in political economy about which entire certainty may be predicated. One writer on relation of the State to labor has well said: "The manner, occasion, and degree in which the State may interfere with the industrial freedom of its citizens is one of the most debatable and difficult questions of social science." (Jevons, 33.)

We also judicially know that the number of hours that should constitute a day's labor in particular occupations involving the physical strength and safety of workmen has been the subject of enactments by Congress and by nearly all of the States. Many, if not most, of those enactments fix eight hours as the proper basis of a day's labor.

I do not stop to consider whether any particular view of this economic question presents the sounder theory. What the precise facts are it may be difficult to say. It is enough for the determination of this case, and it is enough for this court to know, that the question is one about which there is room for debate and for an honest difference of opinion. There are many reasons of a weighty, substantial character, based upon the experience of mankind, in support of the theory that, all things considered, more than ten hours' steady work each day, from week to week, in a bakery, or confectionery establishment, may endanger the health and shorten the lives of the workmen, thereby diminishing their physical and mental capacity to serve the State and to provide for those dependent upon them.

If such reasons exist, that ought to be the end of this case, for the State is not amenable to the judiciary, in respect of its legislative enactments, unless such enactments are plainly, palpably, beyond all question, inconsistent with the Constitution of the United States. We are not to presume that the State of New York has acted in bad faith. Nor can we assume that its legislature acted without due deliberation, or that it did not determine this question upon the fullest attainable information and for the common good. We can not say that the State has acted without reason, nor ought we to proceed upon the theory that its action is a mere sham. Our duty, I submit, is to sustain the statute as not being in conflict with the Federal Constitution, for the reason—and such is an all-sufficient reason—it is not shown to be plainly and palpably inconsistent with that instrument. Let the State alone in the management of its purely domestic affairs, so long as it does not appear beyond all question that it has violated the Federal Constitution. This view necessarily results from the principle that the health and safety of the people of a State are primarily for the State to guard and protect.

I take leave to say that the New York statute, in the particulars here involved, can not be held to be in conflict with the 14th amendment, without enlarging the scope of the amendment far beyond its original purpose, and without bringing under the supervision of this court matters which have been supposed to belong exclusively to the legislative departments of the several States when exerting their conceded power to guard the health and safety of their citizens by such regulations as they in their wisdom deem best. Health laws of

every description constitute, said Chief Justice Marshall, a part of that mass of legislation which "embraces everything within the territory of a State, not surrendered to the General Government; all which can be most advantageously exercised by the States themselves." (*Gibbons v. Ogden*, 9 Wheat. 1, 203, 6 L. ed. 23, 71.)

A decision that the New York statute is void under the 14th amendment will, in my opinion, involve consequences of a far-reaching and mischievous character; for such a decision would seriously cripple the inherent power of the States to care for the lives, health, and well-being of their citizens. Those are matters which can be best controlled by the States. The preservation of the just powers of the States is quite as vital as the preservation of the powers of the General Government.

When this court had before it the question of the constitutionality of a statute of Kansas making it a criminal offense for a contractor for public work to permit or require his employees to perform labor upon such work in excess of eight hours each day, it was contended that the statute was in derogation of the liberty both of employees and employer. It was further contended that the Kansas statute was mischievous in its tendencies. This court, while disposing of the question only as it affected public work, held that the Kansas statute was not void under the 14th amendment. But it took occasion to say what may well be here repeated: "The responsibility therefor rests upon legislators, not upon the courts. No evils arising from such legislation could be more far-reaching than those that might come to our system of government if the judiciary, abandoning the sphere assigned to it by the fundamental law, should enter the domain of legislation, and upon grounds merely of justice or reason or wisdom annul statutes that had received the sanction of the people's representatives. We are reminded by counsel that it is the solemn duty of the courts in cases before them to guard the constitutional rights of the citizen against merely arbitrary power. That is unquestionably true. But it is equally true—indeed, the public interests imperatively demand—that legislative enactments should be recognized and enforced by the courts as embodying the will of the people, unless they are plainly and palpably beyond all question in violation of the fundamental law of the Constitution." (*Atkin v. Kansas*, 191 U. S. 207, 223, 48 L. ed. 148, 158, 24 Sup. Ct. Rep. 124, 128.)

The judgment, in my opinion, should be affirmed.

LABOR ORGANIZATIONS—ASSOCIATIONS OF EMPLOYERS—UNINCORPORATED UNIONS—CAPACITY—*St. Paul Typothetæ et al. v. St. Paul Bookbinders' Union, No. 37, et al., Supreme Court of Minnesota, 102 Northwestern Reporter, page 725.*—This was an action brought by the St. Paul Typothetæ and the West Publishing Company against the St. Paul Bookbinders' Union, No. 37, and its members, to recover damages for an alleged breach of contract. The Typothetæ and the Bookbinders' Union were unincorporated associations formed for the protection and promotion of the interests of their respective members by correcting abuses, adjusting controversies,

measuring concerted action, etc.; the former was composed of persons, firms, and corporations engaged in the business of printing and bookbinding, while the latter was composed of employees of the trade mentioned.

It was alleged that an agreement had been made by the two associations, in behalf of their membership, fixing the terms of employment, including classification of work, compensation and conditions of labor, etc., and providing specifically for resort to arbitration where amicable adjustment of differences was not otherwise reached. The West Publishing Company, a member of the Typothetæ and one of the parties plaintiff in this case, alleged a breach of this agreement and claimed damages because its employees went out on strike during the term covered by the contract.

To the complaint of the Typothetæ and the West Publishing Company a demurrer was interposed by the Union, which was sustained as to the Publishing Company and overruled as to the Typothetæ, whereupon both parties appealed. The supreme court sustained the court below in the matter of the demurrer as to the Publishing Company, but reversed it in the case of the Typothetæ, upholding the demurrer to the complaint made by it as well.

The grounds of this decision were that the unincorporated associations had not the capacity to sue or be sued, as appears in the following extract from the opinion of the court as delivered by Judge Brown:

The only questions necessary to be considered on this appeal are (1) whether the Typothetæ has legal capacity to sue, and (2) whether the complaint states a cause of action against the Bookbinders' Union. Whether the complaint states a cause of action in favor of the West Publishing Company against the individual members of the union is not presented by the demurrer. And whether it states a cause of action in favor of that company against the union, as an organization, is determined by the further question whether the union may be sued in its association name.

The Typothetæ and Bookbinders' Union, so far as their legal status is concerned, occupy the same position. Both are unincorporated voluntary associations, and the principles of law applicable generally to unincorporated clubs and societies apply to each. The position such organizations occupy under the law is a question upon which the courts are not fully agreed. It is generally acknowledged that they are *sui generis*, but the courts have had difficulty in agreeing upon the legal principles to apply to them. Many cases hold that in some of their relations they are to be regarded as copartnerships, and governed by the general laws applicable to that relation, and that in other respects the law of corporations applies to their affairs. The distinction in this respect is made (1) as to cases involving rights between the association and third parties dealing with it, and (2) as to cases involving controversies between the members respecting the property owned by the association. (Niblack on

Societies, 221.) Such organizations are properly divided into two classes, viz., those organized for the purpose of conducting some business enterprise, and those whose purpose is solely the promotion of the interests and welfare of their members, unaccompanied by any business functions. As to this class, it would seem that the law of principal and agent should apply. (*Ehrmanntraut v. Robinson*, 52 Minn. 335, 54 N. W. 188.) Both the Typothetæ and the Union come within this class. The Typothetæ is not a business association within the proper meaning of the term; it is not engaged in employing labor, or entering into trade contracts on its own behalf. Its exclusive occupation, as disclosed by the complaint, is that of promoting and protecting the persons, firms, and corporations composing it in controversies with their employees, and, as their representative or agent, entering into on their behalf contracts with such employees. So far as the complaint discloses, it has no capital stock and no property. The union is an association of employees or workmen organized for similar purposes; it has no capital stock or property; its members do not work under its authority or in its behalf, but for themselves.

But whatever may be the law applicable to such associations generally, there is one respect in which the authorities are agreed, and that is that at common law they are not, whether organized for business or other purposes, entitled to recognition in the courts in their association name. It is well settled that, in the absence of a statute otherwise providing, to be entitled to conduct judicial proceedings in court, a party litigant must be either a natural or artificial person. The rule is correctly stated in 22 Ency. Pl. and Prac. 230, where, in speaking of unincorporated societies, such as those here involved, it is said that such societies can not maintain an action in their association name, but must sue in the name of the individuals composing them, however numerous they may be. Such societies, in the absence of statutes recognizing them, have no legal entity distinct from that of their members. The rule is followed by an unbroken line of authorities, though a different rule has been applied in many of the courts in actions purely of an equitable nature. [Cases cited.]

The rule has been changed and modified in many of the States by statutory enactments permitting such associations to sue and be sued in their adopted name. It is claimed in the case at bar that section 5177, Gen. St. 1894, has changed and modified it in this State. Such is not our understanding of the statute. It provides that when two or more persons associate in any business, transacting that business under a common name, whether it includes the names of such persons or not, the association may be sued by its common name. The statute has been considered in several cases, but in no case to which our attention has been called has it been held that such an association may bring suit in the name in which it carries on its business. The statute does not provide that actions may be brought in the name of the association, but only that actions may be brought against it. It was construed in *Diamond v. Minn. Savings Bank*, 70 Minn. 298, 73 N. W. 182, where it was said that it was enacted in the interests of creditors, to enable them to sue copartners or associations by the name under which they transact business, and thus avoid the difficulty of obtaining the names of all the persons forming

the associations. "The statute was intended to enlarge, not to restrict, the common law in regard to suits against copartners. It does not permit copartners or associations to bring an action in their common name, for they have the means of knowing who the associates are." This interpretation of the statute is in strict accordance with its evident purpose. The common-law rule that the parties to an action must be either natural or artificial persons has been modified in this State, therefore, only as respects actions against unincorporated associations. An examination of the authorities discloses that in many of the States authority is expressly granted in such cases to sue and be sued, but such is not the statute in this State. The *Typothetæ* comes within the rule, and it is clear that it has no legal capacity to sue.

The rule applies equally to defendant Bookbinder's Union. That is an unincorporated association similar to the *Typothetæ*, and can not be sued in its common name. Many of the cases above cited were actions against such associations, in which the rule of the common law was applied. See, also, 22 Ency. Pl. and Pr. 242, where it is said that an unincorporated society or association, being considered at common law a copartnership, can not, in the absence of statute, be sued in its society or association name; but all the members must be made parties, since such associations have, in the absence of statutory recognition, no legal entity apart from their members. This rule applies to the union, unless it comes within the scope of the statute providing for actions against persons doing business under a common name. The statute, it is clear, was not intended to include associations of this character. Its purpose was to authorize the courts to take jurisdiction over unincorporated associations engaged under a common name in some sort of business in which property is bought and sold, debts contracted—concerns owning and holding property, and incurring pecuniary liability—and not associations of the character of labor unions, having no property, engaged in no business occupation, in a proper sense of the term, and whose only function is the promotion of the interests and welfare of the persons who are members thereof. Such an association is not a copartnership, and the members thereof are liable, if at all, on the contracts of the association on the law of principal and agent. (*Ehrmanntraut v. Robinson*, 52 Minn. 335, 54 N. W. 188.) It is not a copartnership, because the association is engaged in no business enterprise. In *Burnetta v. Marceline Coal Co.* 79 S. W. 139, a case involving a contract made by a labor union, the court said: "The miners' union is not an organization for the purpose of conducting any business enterprise, but is purely one for the protection of labor against the unjust exactions of capital. The members of the union do not labor in coal mines for the organization, but each member works for himself, and whatever compensation he receives is for the benefit of himself and family. That the miners' union, as an organization, can not make a contract for its individual members in respect to the performance of work and the payment for it, in our opinion, is too clear for discussion." This citation is not directly in point, except in so far as it supports the proposition that the Bookbinders' Union is not a business association within the meaning and purpose of our statute. The same principle was laid down in *Brown v. Stoerkel*, 74 Mich. 269,

41 N. W. 921, 3 L. R. A. 430, a case involving an unincorporated association known as the "Knights of Labor."

Unless we are to depart from the interpretation given our statute in the Diamond case, *supra*, or enlarge it by judicial construction, it must be held that the union can not be sued in its association name. This we do not feel justified in doing. If it is deemed wise that such associations be vested with the authority to sue and be sued in their common name, the legislature, now in session, can readily so provide.

We have been cited to no case where the court has entertained an action of this kind against an association in its common name, where the point has been raised, and our research has disclosed but one, the Taff Vale case, which arose in England in 1901. (Law Rep. App. Cases, 1901, 426.) It was there held that an association of employees, similar to that of the Bookbinders' Union, might be sued in its common name. But the decision was placed squarely upon the ground that such associations are expressly recognized and their organization provided for by act of Parliament, and, though the act authorizing their organization did not expressly provide that they might sue or be sued, the court held that the right arose by necessary implication from the fact of legislative recognition and the provision of the law empowering the association to own and hold property. Many cases have been found where injunctions have been issued restraining labor unions, their officers and members, from threatened violations of the law, but cases of that nature are not in point.

It follows that the Typothetæ has no legal capacity to sue, and can not maintain the action; that the Bookbinders' Union can not be sued in its association name, and neither the Typothetæ nor the West Publishing Company can maintain the action against it. Whether, within the rule announced by this court in *Ehrmanntraut v. Robinson*, *supra*, on the law of principal and agent, a cause of action is stated in favor of the West Publishing Company against the individual members of the union, is not presented, and we do not determine it.

RAILROADS—SAFETY APPLIANCE LAW—INTERSTATE COMMERCE—INSPECTION—EQUIPMENT—*United States v. Southern Railway Company*, *United States District Court, Southern District of Illinois*, 135 *Federal Reporter*, page 122.—This was an action to enforce the statutory penalty for a violation of the provisions of the safety-appliance law (act of Mar. 2, 1893, p. 3174, U. S. Comp. St. 1901), in the matter of the equipment of cars used in interstate commerce with automatic couplers.

The particular car in question was loaded with coal at New Baden, Ill., and was conveyed by the defendant company to East St. Louis, Ill., where it was transferred to the Terminal Railroad Association to be forwarded in course to its final consignee in the city of St. Louis, Mo.

One contention of the defendant railway company was that so far as it was concerned it was not engaged in interstate traffic in respect

of the car mentioned. As to this point, Judge Humphrey, speaking for the court, said:

The defendant at the time in question was a common carrier engaged in interstate commerce. The coupling device was defective and inoperative, and the car at the time in question was being used in moving interstate traffic. The evidence is conclusive upon all these points. The courts have spoken so frequently and so plainly in defining interstate commerce, and the use of cars engaged in such commerce, that it should suffice to say that the evidence adduced as to the character of the defendant as an interstate carrier, and of the particular service in which the car 1,353 was being moved, meets all the conditions laid down by the courts as a test of interstate commerce, even to the latest expression of the Supreme Court of the United States, announced in *Johnson v. Southern Pacific Company* (December 19, 1904), 25 Sup. Ct. 158. [See Bulletin No. 56, p. 303.]

A second defense offered by the railroad was that the law had been complied with in equipment, and that maintenance and inspection were not to be measured by an absolute rule, which was disposed of by Judge Humphrey as follows:

The evidence was overwhelming that the car was defective as to its safety appliances, and there was no contention on the part of the defendant that it was not in the defective condition claimed and proven by witnesses for the Government. The defense rested on the contention that, if the car had been originally equipped with the coupling device required by law, it would not be liable under the statute for using a car whose safety appliances were defective, if it had exercised reasonable care and diligence to discover and repair the defect before placing the car in service. The defendant introduced evidence tending to show care and diligence in the employment of inspectors and repairers, and, at the close of the case, asked the court to hold propositions of law based upon this theory of defense.

The Supreme Court, in the *Johnson* case, *supra*, in construing this act, has clearly indicated that it should be given such a construction as will accomplish the purpose for which it was intended. The construction contended for by defendant would practically nullify the act. The statute says that a common carrier shall not haul or use cars in a certain described condition. The defendant asks the court to hold, in effect, that they can not haul the car in that condition, provided they have failed to use diligence to discover its defective condition, but that, if they have used due diligence, they may haul the car in its defective condition. In all such cases it would be impossible for the officers of the Government to determine in advance whether a statute has been violated or not; but, before a prosecution could be properly instituted, they should go to the defendant company; ascertain what care it had used in regard to a certain car; determine as a matter of fact and law, whether the acts of the defendant constituted due diligence, and from that determine whether a prosecution might be safely instituted. It is evident that such a defense would take the very life out of the act in question, and render its enforcement impossible except in a few isolated cases. The courts can not by judicial legislation read into the act any language which will excuse offenders, any more than they can read into it language

which would increase their liability. Courts must enforce the law as they find it.

In conclusion the court said:

However, the case does not depend on the holding of the court on the propositions of law. The defendant did not exercise reasonable care and diligence to discover and repair the defects. The evidence shows that the inspection made by defendant's servants for the purpose of discovering and repairing defects in safety appliances before putting the car in use was so weak as to be almost farcical. The force of inspectors and repairers was wholly insufficient at the time, and has been largely increased since. The Government inspectors had no difficulty in discovering the defects. They found eight other cars in a defective condition in the same cut of cars. Such wholesale failure to discover defects implies method, and the evidence further supplies the reason. The defendant company, in the conduct of its business, contemplated and expected that in some instances it would put cars in use with defective safety appliances. The testimony of the chief inspector, Holloway, shows this. He testified that the company used what is called an "M. C. B. card." When this card was placed on a defective car, with the defect described on the card, it was notice to all connecting lines that the defendant sent the car out defective, and that other lines using the car would not have to account to defendant for the particular injury or defect noted on the car. He also testified that in some instances these cards were used for cars defective as to safety appliances. Here is such deliberate violation of the statute as to amount to defiance of the law.

The act is so highly meritorious, so generous in its purposes, so in harmony with the best sentiment of a humane people and a progressive government, that it appeals strongly to the courts for its prompt and vigorous enforcement.

The defendant is found guilty, and judgment will be entered for the statutory penalty.

DECISIONS UNDER COMMON LAW.

CONSPIRACY—FIXING PRICES—EMPLOYERS' ASSOCIATION—PROCURING BREACH OF CONTRACT—INJUNCTION—*Employing Printers' Club v. Doctor Blosser Co.*, *Supreme Court of Georgia*, 50 *Southeastern Reporter*, page 353.—This case was before the supreme court of Georgia on a writ of error to the superior court of Fulton County. The Doctor Blosser Company had brought an action against the Employing Printers' Club asking for an injunction and damages, and from a judgment in the company's favor this appeal was taken, with the result that the judgment of the court below was affirmed.

The facts and conclusions in the case are presented in the following quotations from the remarks of Judge Evans, who spoke for an undivided court:

The complaint is that the defendants formed a combination among the employing printers to control and fix the price of printing done in the city of Atlanta, and, because the plaintiff refused to

affiliate with the combination, they wrongfully interfered with the plaintiff's business, and maliciously induced its employees to break their contracts with it, and refuse to continue in its employment, to its injury and damage.

The facts alleged in the petition were as follows: The plaintiff was engaged in the city of Atlanta in the general business of a printer for the public, enjoying a large trade and doing a prosperous business. The defendants were also engaged in the printing business, and formed a combination or trust, called the "Employing Printers' Club of Atlanta, Georgia." This combination embraced nearly the entire printing and publishing fraternity of Atlanta except the newspapers, and its organization was "for the single and sole purpose of restraining trade, of absolutely defeating and destroying competition among bidders for printing of any sort to be done in the city of Atlanta, and for maintaining an arbitrary and extortionate scale of prices upon any contracts that might be received for work done in the city." This combination or club had a written constitution and by-laws, a copy of which was appended to the petition. Among the objects of the club, as recited in its constitution, was "the maintenance of legitimate prices, the suppression of undue rivalry, and mutual protection from abuses or infringement upon our rights by others." The rules provided for a fixed minimum scale of prices, that no member should give any rebate or concession to a customer, and for a uniform discount only to other members of the association. Rule 8 was: "Never give customer an itemized estimate." The scheme of the defendants, who confederated under the name of the "Employing Printers' Club," was as follows: If a customer desiring to have printing or publishing done made application for a bid to any one of the members constituting the club, it was the understanding and agreement among all of the members thereof that the printer receiving the bid for work should name the price for which he was willing to undertake it, and thereupon should list the application, the name of the customer, and the proposition for doing the work, giving a complete description of the job to a manager appointed for that very purpose, and salaried by the members of the combination; and they in turn were bound severally to each other that, if they were also invited to make competitive bids, they would fix the price for such equal to or higher than that proposed by the first printer receiving the application and listing the bid. It was alleged that a committee from the Employing Printers' Club, who also represented the defendants, as members of the club, waited on the plaintiff, and advised its officers that it could not continue to employ union labor in its shop unless it became a member of the club. Plaintiff inquired of the committee the purpose and scope of the club, and was informed that it was a secret institution, and that it was necessary to become a member before its secrets could be imparted. To prevent being deprived of union labor, which was the only labor obtainable, and ignorant of the real purposes of the club, the plaintiff became a member thereof. About October 1, 1901, plaintiff made a contract with the managers of the Wesleyan Christian Advocate to publish that periodical, and was proceeding to execute the contract, when it was notified by the Employing Printers' Club that it had violated the rules of the club in accepting such contract, and was fined \$468 for taking the contract.

The club decided that the right to print that periodical belonged to the Foote & Davies Company, one of the defendants, and that the plaintiff should not have underbid that company. In addition to imposing the fine, the club ruled that at the end of the year 1902 the publication price of the Advocate for the year 1903 should be fixed by the Foote & Davies Company. The plaintiff was dissatisfied with this ruling, and resigned its membership in the club, whereupon plaintiff was notified by a committee from the club that, unless it paid the fine and came back into the club, all union labor would be called out of its shop. The plaintiff, persisting in its refusal to resume relationship with the club, was assured by a committee from the club that it had been reorganized on a legal basis. Upon this assurance the plaintiff resumed its membership in the club, and the fine was reduced to \$125. The major part of this fine was paid, and plaintiff resumed its membership because of the threat to call out the union labor from its shop, and to avoid the damages incident to the loss of this class of labor. In October, 1902, the Wesleyan Christian Advocate's managers applied to the plaintiff to print that paper during the year 1903, stating that they were aware of the existence of the printers' combination, but before they would pay more than they were paying they would withdraw their work from Atlanta, and place it elsewhere. Thereupon the plaintiff made them a bid which afforded a reasonable net profit in the proposed work. The Employing Printers' Club then met and sat in judgment on the plaintiff's action in taking the contract for the second time for the publication of this periodical, and adjudged that the plaintiff pay the Foote & Davies Company \$300 in cash to partly reimburse it for the loss of the profit on the publication of the Wesleyan Christian Advocate, and that the naming of the price for the publishing of this periodical "revert irrevocably" to the Foote & Davies Company at the expiration of the present contract. Several attempts were made to induce the plaintiff to comply with this edict, and it was threatened that, if it did not comply, the club would cause all union labor to leave its employment. The plaintiff refused to comply with the club's demand, and declined to affiliate longer with the club as a member, notifying it of this resolve. Then the club caused the pressmen, feeders, printers, and binders employed by the plaintiff to quit work, thereby shutting down the plaintiff's establishment, and rendering it impossible to conduct its business, or to execute existing contracts, or to undertake further employment in the line of its trade. Actual damages were alleged to have been sustained by the plaintiff in the sum of \$10,000. On the interlocutory hearing it appeared that some of the employees returned to the work, and that their respective unions refused to call a strike in the plaintiff's shop. The defendants then threatened that, unless the unions would call out its labor from the plaintiff's shop, they would no longer observe the union regulations. In pursuance of this threat, some of the defendants had posted their respective businesses as "open shops" and the plaintiff's petition was filed at this juncture of affairs.

There can be no doubt that the facts alleged in the petition, if true (and the demurrer admits their truth), establish not only a conspiracy to fix and control the price of printing in the city of Atlanta, but also a malicious interference with the business of the plaintiff.

The scope and purpose of the Employing Printers' Club was to create a monopoly and stifle competition in the printing business. A mere agreement to do wrong is not actionable; but when the parties to such agreement do an overt act in furtherance of the illegal combination, resulting in injury to a third person, the conspiracy becomes actionable, and the conspirators are liable to the injured party for damages proximately flowing from their illegal conduct.

Independently of the conspiracy, the petition states a case of malicious interference with the plaintiff's contract of employment with its employees. At common law the remedies for breach of contract were confined to the contracting parties, and limited to direct damages and consequential damages proximately resulting from the act of him who is sued. This general rule admitted of one exception, and that was the right of action against a stranger for wrongfully enticing away a servant in violation of his contract of service with his master. The exception is said to have been based on the ancient statute of laborers. The early English cases limited the action to the enticement of menial servants, but the later cases, beginning with *Lumley v. Gye*, 2 E. and B. 216, have extended the doctrine beyond menial servants; and by the modern interpretation of this doctrine by the English courts the rule is extended to a malicious interference with any contract. A brief reference to a few English cases will serve to present the evolution and extension of the old common-law doctrine of malicious interference with a contract. *Lumley v. Gye*, supra, was a suit for the malicious procuring of an opera singer, who had agreed with the plaintiff to perform and sing at his theater, and nowhere else, for a certain time, to break her contract, and not perform or sing at the plaintiff's theater during the time for which she was engaged. It was there held that an action would lie for maliciously procuring a breach of contract to give exclusive personal service, provided the procurement was during the subsistence of the contract and produced damage; and that to sustain such action it was not necessary that the employer and employee should stand in the strict relation of master and servant. The opinion was by a divided court. The majority of the judges were inclined to the opinion that an action would lie for the malicious procurement of the breach of any contract, though not for personal services, if by the procurement damage was intended to result, and did result, to the plaintiff. This case was followed in *Bowen v. Hall*, 6 Q. B. D. 333. In 1893 the same question was before the court of appeal of the Queen's bench division (*Temperton v. Russell*, 1 Q. B. D. 715), and the cases of *Lumley v. Gye* and *Bowen v. Hall* were examined and approved; and these cases were there said to rest upon the principle that to maliciously procure a person to break a contractual relation, which all are bound by law to respect, is actionable; and that a right of action for maliciously procuring a breach of contract is not confined to contracts of personal service. By many it was thought that the House of Lords case of *Allen v. Flood* (1898) L. R. A. C. 1, conflicted with the doctrine announced in *Temperton v. Russell*, or at least materially curtailed its scope. But in the later case of *Quin v. Leatham* (1901) L. R. A. C. 495, both cases—*Temperton v. Russell* and *Allen v. Flood*—were elaborately reviewed and analyzed; and, after stating the scope and effect of the latter case, it was ruled that "a combination of two or more, without justifica-

tion or excuse, to injure a man in his trade, by inducing his customers or servants to break their contracts with him, or not to deal with him or continue in his employment, is, if it results in damage to him, actionable." The Supreme Court of the United States approvingly cited the English cases of *Lumley v. Gye* and *Bowen v. Hall*, and reached the conclusion that, if one maliciously interferes with a contract to the injury of the other, the party injured may maintain an action against the wrongdoer. (*Angle v. Chicago Ry. Co.*, 151 U. S. 1, 14 Sup. Ct. 240, 38 L. ed. 55.) Though this rule is not universal in all the courts of last resort of our sister States, it is believed to have been followed in most of them. In the carefully prepared opinion in *Walker v. Cronin*, 107 Mass. 555, the court decided that a manufacturer is entitled to maintain an action against a third person, who, with the unlawful purpose of preventing him from carrying on his business, willfully induced many of his employees to leave his employment, whereby the manufacturer lost their services and the profits and advantages which he would have derived therefrom. (See, also, *Moran v. Dumphy*, 177 Mass. 485, 59 N. E. 125, 52 L. R. A. 115, 83 Am. St. Rep. 289.) [See Bulletin No. 37, p. 1202.] And the supreme court of North Carolina held in two cases (*Haskins v. Royster*, 70 N. C. 601, 16 Am. Rep. 780; *Jones v. Stanly*, 76 N. C. 355) that, if a person maliciously entices laborers or croppers to break their contract with their employer and desert his service, the employer may recover damages against such person.

In this State it has been held that when one man employs a laborer to work on his farm, and another man, knowing of such contract of employment, entices, hires, or persuades the laborer to leave the service of the first employer during the time for which he was so employed, the law gives to the party injured the right of action to recover damages. (*Salter v. Howard*, 43 Ga. 601.)

Speaking for myself, I believe the same reasons which support the principle that an action will lie for the malicious procurement of a breach of contract of personal service will cover every case where one person maliciously persuades and induces another to break any legal contract. In the case at bar the relation of master and servant did exist between the plaintiff and his employees, and, even applying the common-law rule of liability, the defendants would be answerable in damages to the plaintiff for a malicious procurement of the breach of contract by its employees. The term "malicious," used in this connection, is to be given a liberal meaning. The act is malicious when the thing done is with the knowledge of the plaintiff's rights, and with the intent to interfere therewith. It is a wanton interference with another's contractual rights. Ineffective persuasion to induce another to violate his contract would not, of itself, be actionable, but, if the persuasion be used for the purpose of injuring the plaintiff, or benefiting the defendant at the expense of the plaintiff, with a knowledge of the subsistence of the contract, it becomes a malicious act, and, if injury ensues from it, a cause of action accrues to the injured party. (*Bowen v. Hall*, supra.) As was said by Compton, J., in *Lumley v. Gye*, supra: "It must now be considered as clear law that a person who wrongfully and maliciously, or, which is the same thing, with notice, interrupts the relation subsisting between master and servant, by procuring the

agreed to "separate from the master's service." * * * is responsible as law." (See *Duennus v. Hennessy*, 126 Ill. 608, 52 N. E. 924, 54 N. E. 528, 23 L. R. A. 797, 802, 68 Am. St. Rep. 203.) [See Bulletin No. 22, p. 952.]

From the proof submitted it appeared that means other than persuasion were employed by the defendants to induce the plaintiff's employees to quit work. They threatened the various labor unions that, unless the union labor of the plaintiff was called out, they would no longer exclusively employ union men, but would run what is known as an "open shop." This threat was being carried into execution when the plaintiff applied for the writ of injunction. The plan of attack on the plaintiff was to force the various labor unions to call out their members from the plaintiff's shop, under the threat that upon their refusal to do so the defendants would run their respective businesses under what is known as an open shop; that is, they would employ their labor without reference to their connection with the various unions. The several defendants have the undoubted right to employ any character of labor they might prefer. If they desired to supplant the union labor and substitute thereby nonunion labor, such action would be strictly within their legal right. But the record shows that practically all the skilled labor in this branch of business in the city of Atlanta belonged to the various labor unions, which had an agreement with the defendants that the defendants would hire only union employees, and that the unions would not permit their members to work for any employer who was not a party to the agreement. This agreement was incidental to the main purpose of the organization. It was a part of the plan to force all employing printers to become members of the Employing Printers' Club. The defendants were insisting on the observance of this agreement by the labor unions, and upon their refusal to live up to the agreement they were threatened with the *bête noire* of unionism—the open shop. An injunction may be granted against the enforcement of an illegal agreement of dealers to injure the business of another person. (*Jackson v. Stanfield* (Ind. Sup.) 36 N. E. 345, 37 N. E. 14, 23 L. R. A. 588.) A court of equity will interpose by injunction to prevent the several members of an illegal combination from enforcing an agreement to the hurt and injury of one engaged in a competitive business. (*Brown & Allen v. Jacobs' Pharmacy Co.*, 115 Ga. 429, 41 S. E. 553, 57 L. R. A. 547, 90 Am. St. Rep. 126.)

Under the facts in the record the court properly enjoined the defendants from interfering with the plaintiff's business as a printer engaged in competitive trade, and from unlawfully influencing the labor organization from obstructing its business.

EMPLOYMENT.—DEPARTMENTS OF WORK—LIABILITY FOR INJURIES.—*Freeman v. San Antonio Brewing Company*, Court of Civil Appeals of Texas, 85 Southwestern Reporter, page 1165.—A. G. Freeman was employed by the above-named company in its bottling department, under a foreman, one Fred Bader. At Bader's direction, as was alleged, Freeman was put to work in a different depart-

ment in taking empty beer kegs from a stack and painting them, and while so engaged a keg fell from the stack and inflicted injuries for which suit was brought in the district court of Bexar County. From an adverse decision in this court, Freeman appealed with the result that the judgment of the court below was affirmed.

The following extract from the remarks of Judge Neill, who delivered the opinion of the court, presents the grounds of this decision:

The undisputed evidence shows that the kegs were stacked in appellee's washhouse, which was a different department in its plant from the bottling department, and the superintendence of the work, employment, control, and direction of its servants were intrusted to a different foreman; that plaintiff was not employed by defendant to work in the department where he claims to have been injured by the falling of the kegs; and that his foreman, Bader, had no authority from the defendant to put him or any other of its servants to work there; and that from the department in which he was employed to work, and from his knowledge of the separate departments and the way defendant's business was conducted, plaintiff knew, or was charged with knowledge, that Bader had no authority from defendant to put him to work in a separate and distinct department from the one in which he was employed.

From the undisputed facts it follows that in respect to the work plaintiff was doing when he claims to have been injured, the relation of master and servant did not exist between him and the defendant, and the latter owed him no duties incident to such relationship. Under the circumstances, his position was virtually that of a trespasser or licensee. (*Labatt's Master and Servant*, secs. 435, 629; *Railway v. McDaniel*, 12 Lea (Tenn.) 386.) Therefore the court did not err in peremptorily instructing a verdict for defendant.

STRIKES — BOYCOTTS — CONSPIRACY — ADMISSIBILITY OF EVIDENCE—INSTRUCTIONS TO JURY—*F. R. Patch Manufacturing Company v. Protection Lodge No. 215, International Association of Machinists*, *Supreme Court of Vermont*, 60 *Atlantic Reporter*, page 74.—The Patch Manufacturing Company brought this action to recover damages from the trade union named for alleged unlawful acts of interference with the plaintiff company in the prosecution of its business. The union was unincorporated, and had as its officers a president, secretary, clerk, and treasurer, while the company was a manufacturing corporation, doing business in the city of Rutland in the manufacture of machinery. Among its employees were molders, machinists, carpenters, and other skilled workmen, and at the time that the cause of this action arose it had on hand contracts for the manufacture of goods to be furnished to customers, as the company alleged, at a profit. The plaintiff company claimed that the defendant association of machinists conspired with its

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1. The first step is to identify the problem or question that needs to be addressed. This involves understanding the context and the specific requirements of the task.

2. Next, it is important to gather relevant information and data. This can be done through research, consultation with experts, or by analyzing existing resources.

3. Once the information is gathered, the next step is to develop a plan or strategy. This involves breaking down the problem into smaller, manageable parts and determining the best approach to solve each part.

4. After the plan is developed, the next step is to implement the solution. This involves putting the plan into action and monitoring the progress to ensure that the solution is effective.

5. Finally, it is important to evaluate the results of the solution. This involves comparing the actual outcomes with the expected outcomes and identifying any areas for improvement.

or was in any way responsible for them; that these acts, if committed, were upon the motion alone of the plaintiff's striking employees for the purpose of shortening time and increasing wages, and that these acts did not emanate from the defendant lodge nor any of the other lodges mentioned, and were not evidence of the conspiracy alleged.

Judge Tyler then referred to a paper submitted to the manufacturing company known as Exhibit 2, requesting the establishment of the conditions of hours, wages, and recognition of the union on account of which the strike was undertaken, the paper bearing an impress of the seal of Protection Lodge. This was dated the 11th of May, 1902, and requested an answer on or before the evening of the 14th following. It was in evidence that a large number of the employees of the company struck on the 20th, and that a few hours later the president of the company, Mr. Patch, found on his desk a communication stating that the committee of Protection Lodge would meet at E. A. U. Hall at 3 p. m. that day, and that any communication from him would be respectfully considered. This paper also bore the seal of the lodge and had appended to it the names of ten men, five of whom were machinists who had struck and who were afterwards shown to have been at the time members of the defendant lodge. These five men afterwards called on Mr. Patch for his answer, but made no allusion to either paper, and evidence was introduced to show that they had neither signed nor authorized the last-named paper and did not even know of its existence. This paper was submitted as plaintiff's Exhibit 1.

The company's evidence as to spies and pickets and the watching of roads and railroads to intercept prospective employees was next considered, and especially the appointment of two of the defendant union's members, Walter Newton and John E. Capeless, to conduct the strike, and the employment by them of one Martin to assist them. These facts were corroborated by the testimony of the recording secretary of the lodge. Martin was, it was alleged, especially active in efforts to turn back men coming to take the places vacated by the striking workmen.

From the testimony of Mr. Patch, to which exceptions were taken, it appeared that at a time when a disturbance was observed at the entrance to the plaintiff's works, one Vincent, an employee, was being roughly handled by McDonald, the latter having been an employee until the strike, and that said McDonald disregarded Mr. Patch's warnings as to a violation of the existing injunction, and continued to threaten Vincent if he should return to work. The exception to this testimony was based on the failure of the plaintiff to show that McDonald was a member of the defendant lodge, or that he had any connection whatever with the strikes or that any of the strikers or any of the members of the lodge or anybody connected

with the alleged conspiracy approved of what he said or did, excepting so far as his own acts, as above set forth, tend to show these things, and excepting also such presumptions as may be formed in support of such connection from the fact that the lodge failed to produce its books and records and lists of membership when ordered by the court to do so. The plaintiff claimed that an examination of these records would have shown all these facts.

The judge also referred to the circulars issued for circulation throughout the country, calling the attention of machinists to the existence of the strike at Rutland. These circulars were not signed, and bore only the label of the Typographical Union of Rutland. These were seen in the office of the headquarters, but their issue was not shown to have been directly traceable to the defendant union. Another item of evidence was as to the giving of money to workmen to induce them to strike, one Sanchegrin testifying that he was promised by a member of the defendant lodge that he would receive \$6 a week if he would go out, and that he went with this member to the hall and there received money from the promisor, Howley, who got it from a Mr. Page. There was no direct proof that said Page was a member of the union or in any way connected with the strike, except as appears from the testimony given by Sanchegrin and by the failure to produce the books above referred to. Other evidence was to the effect that after the strike was on, Walter Newton, who was a member of the defendant lodge, and one Pennington, who was a member of the Retail Clerks' Protective Association, and at that time secretary of the Central Trades and Labor Council (a delegate council composed of three delegates from each of the several unions in Rutland and vicinity), had gone together to interview a firm that was engaged in plumbing a boarding house intended for the use of the plaintiff company for its employees, and had sought to induce the firm not to do the plumbing. Pennington testified that he told the plumbers that the union was anxious to bother in a certain way the men who were coming there to work for the plaintiff—to make it a little unpleasant, to see if they could not get them to go back and not work. He also testified that he and Newton told the contractor that if the report were circulated that he was doing this work, possibly he would lose some individual trade he was getting at that time; that this was their opinion in the matter. It was not shown that this visit was by the procurement or with the knowledge of the defendant lodge, or undertaken otherwise than at their own motion, excepting that Newton was a member of the defendant lodge and one of its delegates to the Central Council, and that Pennington was then a member of said council and was its secretary. A circular "Notice to Union Men," addressed "To Organized Labor, Everywhere," appealed for "some measure

of assistance, other than in a financial way," in the local strike against the Patch Manufacturing Company and the Lincoln Iron Works, which were said by the circular to be on the "unfair list," and to be "doing a limited amount of work with a class of help familiarly known as 'scabs.'" To this paper were appended in typewriting the names of six local associations, with the names of their respective presidents and secretaries, the defendant's heading the list, and in like manner the "Central Trades and Labor Council, C. W. Pennington, Secretary," closing with the words, "Typographical Union Label, Rutland, Vt." Pennington testified that he signed the above document without authority, that there was no action of the council authorizing him to sign, that the council never sanctioned it, and that when it was presented to him for signature he signed it without reading it, thinking simply that it was a paper that ought to be signed.

A considerable amount of testimony was introduced by the plaintiff, and excepted to by the defendant, tending to show various acts of intimidation by Martin to men who remained in the plaintiff's employ and to men coming for employment, and that he was active in distributing the circular last mentioned above. The testimony of Tait, the secretary of the lodge, tended to show that Martin was in Rutland in the summer of 1902, and was employed by or at least acting for the union in helping to keep men from the shop during the strike, and that he was employed by Capeless and Newton, a committee of the lodge, though Martin was not himself a member.

After the presentation in considerable detail of the evidence, Judge Tyler continued:

The rule of law that a person can not prove his claimed agency by his own declarations does not apply to this case. The question is whether the plaintiff's evidence tended to show the conspiracy alleged. To review the evidence briefly: The defendant was a local protection lodge of the International Association of Machinists, and it may be assumed that it was organized for the protection of the interests of its members who were machinists, a part of whom were in the plaintiff's employment. A strike from the Lincoln Iron Works, a corporation engaged in the same business as the plaintiff, was made at the same time and by the same classes of workmen. The matter of the strike was brought up more than once at the meetings of the council in the summer of 1902 by delegates from defendant lodge, who discussed and explained the situation. On May 11 the plaintiff received Exhibit 2 [the letter requesting the reduction of hours, etc.]. On May 20 came the strike, and three hours later the plaintiff received Exhibit 1 [the letter announcing the meeting of the committee]. Both these papers bore the impress of the seal of the defendant. It is of no importance that it was not a corporation, and that the seal was not a corporate seal. Its impress upon these papers was a circumstance proper to be considered with other evidence in the case tending to show that "the committee" was a committee

of the defendant and that these papers emanated from it. The ten men who signed the second paper were all members of the lodge. Sheldon, who was one of the ten signers, procured typewritten copies of it to be made. That five of these signers called upon the plaintiff's president two days later, one of their number saying to him that they thought he would like to see a committee, that they had come for an answer, and then making their demand, are facts that were proper for the jury to consider in connection with the denial of these men that they signed the paper or were authorized by the defendant to sign it. The printed "stickers" were widely circulated in and about Rutland and in New York City, and Exhibits 4 and 5, if not Exhibit 3, [notices of the existence of the strike, referred to above], were sent to the different machinists' lodges through the country for the obvious purpose of preventing other workmen from entering the plaintiff's employment while the strike was on. It must have been common knowledge in Rutland that these great strikes were on, that the strikers were trying to prevent new men from entering the plaintiff's works, and that these circulars were distributed for that purpose. It is not conceivable that the defendant's officers could have been ignorant of these proceedings. The name of J. F. Tait, recording secretary, was appended to the circulars under that of C. F. Nourse as the defendant's president, and the jury might have inferred that the defendant directly or indirectly promoted the distribution of the circulars.

The evidence relative to the acts of Martin and McDonald tends as remotely as any evidence in the case to show that the defendant was a conspirator in the strike; yet Secretary Tait testified that Martin, though not a union man, was employed by a committee, and helping to prevent men from coming to work at the shops. The witness said, "not employed by the lodge particularly," but "by the committee." McDonald had been in the plaintiff's employment until the strike. There was no evidence that he was a member of defendant lodge, nor that he was employed by anyone to commit acts of violence; but on the occasion testified to there were present with McDonald, near the plaintiff's works, a crowd of about 200 men, and some of the plaintiff's workmen were being detained by men in the crowd, and McDonald laid hold of one workman, threatened him, and tried to draw him away. McDonald's acts and declarations alone were not admissible as tending to show the conspiracy alleged in the declaration, but, if the other evidence in the case tended to show it, then his acts were properly shown as an incident in it, like evidence tending to show that the plaintiff's works were picketed by men unknown to the plaintiff's officers for the purpose of preventing new men entering the shops until the plaintiff had yielded to the demand for fewer hours of labor. The testimony as to the doings of the mob on this occasion was received without objection, and this incident was only one of many introduced by the plaintiff tending to show intimidation of, and interference with, plaintiff's workmen and men brought to Rutland by its agents for the purpose of filling the places of the strikers.

The testimony as to many of the other incidents referred to tended to show that the acts of intimidation and interference were committed by members of the defendant lodge and by its agents and coconspirators. Since these various incidents were concurrent in

point of time, within the meaning of the law, and alike in adaptation to accomplish the general design of the conspiracy, they were all admissible as evidence tending to show that the participators were coconspirators. The acts and declarations of McDonald at the time show that he understood the purpose of the mob and participated therein. Hence the evidence tended to show that he was a coconspirator, and there was no error in its admission. The following extract from the opinion in *Spies v. People*, 122 Ill. 1, 12 N. E. 865, 17 N. E. 898, 3 Am. St. Rep. 320, is in point: "Nor is it necessary to prove that the conspiracy originated with the defendants, or that they met during the process of the concoction; for every person entering into a conspiracy or common design already formed is deemed in law a party to all acts done by any of the other parties, before or afterwards, in furtherance of the common design." (3 Greenl. Ev. sec. 93.)

One to be chargeable, need not have been an original contriver of the mischief, for he may become a partaker in it by joining the others while it is being executed. If he actually concurs, no proof is required of an agreement to concur.

The defendant contends that all the evidence tending to show boycotting was inadmissible for the reason that the plaintiff could not recover damages for injuries thereby received by third persons. But we understand that the purpose of this evidence was to show that the plaintiff was directly injured to the extent to which the boycotting was carried into effect; for instance, if the plumbers were not permitted to finish their work upon the boarding house, the building could not be used for lodging and boarding the plaintiff's workmen, and, if stores were unable to supply the plaintiff's workmen with the necessities of life, they could not continue in the plaintiff's employment, and thus the plaintiff was injured. As all the testimony received under the defendant's exception, in our judgment, had some tendency to show the conspiracy claimed, and the results of it and efforts made by the conspirators to make the strike effectual by preventing the plaintiff from employing other workmen, it can not be insisted that there was error in respect to the order in the admission of evidence, for, as was said in *Jenne v. Joslyn*, 41 Vt. 478, in the end all the evidence became pertinent to the issue. The defendant's exceptions are not sustained.

Judge Tyler then took up the subject of the instructions given by the judge of the lower court to the jury, as to which he said in part:

The court complied with twenty of the defendant's twenty-five requests, and exceptions are insisted upon here only to the refusal to charge in accordance with two of the remaining five, which were: "That the plaintiff can not recover for any expense incurred by it in procuring other workmen to take the position of the men who left its service on May 20, 1902." "That any threat made by the defendant, or anyone associated with it, to boycott any boarding house keeper who entertained, or any merchant who supplied with the necessities of life, workmen in the employ of the plaintiff, if made directly and exclusively to such boarding house keeper or merchant, was not an interference with or an invasion of the rights of the plaintiff, and for such threats the plaintiff can not recover." These requests were not sound in law. As to the first, the correct rule was

given to the jury—that, so far as the plaintiff and the men whom it sought to employ to take the places of the strikers were left to their free choice, the plaintiff could not recover, though it suffered damage; but the court said that the request ignored one of the vital questions in the case: “Whether the plaintiff was hindered or impeded in procuring men to take the places of the strikers, and was so hindered and impeded by the defendant lodge, or by those with whom it was in conspiracy, whether individuals or associations, and whether men desiring employment, and desirous and willing to work for the plaintiff for the wages which they were offered, and on the terms which they were offered, as to hours, etc., whether these men were kept from entering into that employment by coercion or intimidation or undue influence operating either upon the mind or upon the body, that element seems to be omitted. That request in terms the court can not comply with.” As to the other requests the court properly remarked that it “could not say that it is not an invasion of the rights of a free man for others acting in combination to employ threats and intimidation (to use the language of the request), for one man not to supply him with one necessity of life, and another man not to supply him with another necessity of life. The court can not lay down that doctrine.”

The final exception considered was one to a compliance by the court with a request by the plaintiff for an instruction as to the inferences to be drawn from the failure of the various unions to produce their records at the order of the court. The requested instruction was as follows: “If the jury find the conspiracy charged in the declaration, and that other labor unions in the conspiracy suppressed, concealed, or destroyed their records to prevent their being introduced in evidence, the same presumption of guilt may be drawn from such suppression of their records, and the jury may find the facts charged in the declaration established by the presumption arising from the suppression of the records of the co-conspirator.” This request was given, with the omission of the words “of guilt,” and the apparently inadvertent use of the word “damages” instead of the word “facts.” On this point Judge Tyler spoke as follows:

The plaintiff's evidence had tended to show that the defendant, having control of the books and papers called for by the plaintiff and ordered by the court to be produced, had refused to produce them in defiance of the order; that the reasons given for their non-production were frivolous and derisive; that the defendant and its officers stood before the court in the attitude of men who had spoliated or suppressed evidence. The question is whether the court applied the correct rule of law in the instructions to the jury. In charging upon this subject the court stated without objection that it had been shown that the defendant “had books, books of minutes,” and that was treated as a fact in the case. The court, however, did not assume as a fact that the defendant might have produced the books, records, etc., called for, but submitted that question to the jury. This language was used in the charge: “But you can easily see that if books are destroyed, if books are hidden, if books are

carried away, the power of the court is limited in that respect. But the arm of the law is long enough and strong enough to reach cases of that sort, and when the jury feel in a civil case, when they are satisfied by a fair balance of proof, fair balance of probabilities, that a party has suppressed books, has hidden books, has kept books away that have been called for, and which it has had notice to produce, then the law says the jury may presume from the absence of those books and papers against the party called upon to produce them, and not producing them, and in favor of the other party." Further on the court said: "If you find that the defendant, after being notified to produce books and papers, has failed to do so, you have a right to presume that it is because those books and papers would make against its claim and in favor of the claim of the plaintiff. * * * You can give to that presumption such weight as you think it ought to have. You may find or presume that the claim of the plaintiff is true, and that the claim of the defendant is false, is untrue, if you find that the defendant has suppressed evidence which has been duly called for. In the view that the court takes of the matter, the weight of it rests with you." To these instructions the defendant excepted. (We think that, in the connection in which it was used, the word "failed" was equivalent to "refused," [the defendant] having the power to obey the order.)

The defendant contends that this was a literal application of the doctrine of *omnia præsumentur in odium spoliatoris*; that the remarks of the court above quoted amounted to an instruction that, if the jury found that the books had been destroyed or suppressed, they might presume, without other proof of the fact, that they contained evidence of the conspiracy. The jury could not have so understood it, for, immediately after the above instructions were given, the court explained what the claims of the parties were—the plaintiff's that there had been coercion and intimidation resulting in damages; the defendant's, that it had only advised, but made no attempt to interfere with the free choice and judgment of workmen. The court then remarked that the jury knew what the claims and evidence were on both sides, and that he would not undertake to review the evidence in full. After thus stating the question to the jury, he told them that they must "consider what had been produced in evidence; that they knew the history of the case." He called attention to the fact that the defendant had not produced the books of the association after repeated notice to produce them, after it was shown that it had them; also to the stickers and circulars—and submitted to the jury to find whether they were signed by authority of the associations, whether the different associations were associated together, and, if these facts were found, whether these stickers and circulars fairly represented the circumstances and situation at Rutland. In calling attention to different parts of the evidence the court repeatedly said to the jury, "It is for you to say." In complying with several of the defendant's requests, he charged, as before stated, that, to entitle the plaintiff to recover, it must prove that he was injured by some unlawful act of the defendant or its associates. Taken together, this fairly shows that the court charged the jury that, if they found the defendant had suppressed the books and papers, they might find or presume the

plaintiff's claim upon the evidence was true, and that the defendant's claim was false. It can not be fairly said that the jury have understood it to mean otherwise. If this is the fair meaning of the charge—and we think it is, the jury are presumed to have understood it, and there was no error. The rule of law governing this question was substantially complied with, which is that presumption arising from the fact of spoliation of evidence does not relieve the other party from introducing evidence tending affirmatively to prove his case so far as he has the burden. It can not supersede the necessity of other evidence. The presumption is regarded as merely matter of inference in weighing the effect of evidence of its nature applicable to the question in dispute.

* * * * *

Judgment affirmed.

Judge Start dissents, holding that the exceptions to the charge should be sustained.

UNION LABOR—CONTRACTS FOR EXCLUSIVE EMPLOYMENT. PUBLIC WORKS—VALIDITY—*Lewis v. Board of Education of City of Detroit*, Supreme Court of Michigan, 102 Northwestern Reporter, 756.—Henry B. Lewis had submitted an offer to erect a steel framework for a school building in the city of Detroit, which was agreed to by the board of education; subsequently the board adopted a resolution restricting employment to union labor in the erection of such framework, and Lewis refused to sign the contract with this limitation. His offer to sign the contract with liberty to employ whom he chose was rejected by the board, and he procured a mandamus from the circuit court of Wayne County directing it to enter into the contract without reference to the class of labor to be employed. The case was before the supreme court on a writ of certiorari to review the action of the circuit court in granting the order to contract with the result that the action of the lower court was affirmed.

After discussing certain matters of procedure, the court, Justice Carpenter speaking, announced its opinion as follows:

The only ground upon which we may reverse the order of the lower court is that respondent [the board of education] had discretionary power to insert the union labor clause in relator's [Lewis'] contract. Had it? It is respondent's purpose, as shown by the resolution heretofore quoted, to have its work performed by union labor, even though it increased the cost to the taxpayers. We are all of the opinion that it can not effect this purpose, and that it has no power to require contractors constructing public buildings to employ union labor exclusively. The reasons for this conclusion are so clearly stated in a similar case by the supreme court of Illinois in *Adams v. Brennan*, 177 Ill. 196, 52 N. E. Rep. 314 [see Bull. No. 22, p. 478], that we content ourselves with quoting from that opinion: "The contract tends to create a monopoly, and to restrict competition in bidding for work. The board of education may stipulate for the quality of material to be furnished, and the degree

plaintiff's claim upon the evidence was true, and that the defendant's claim was false. It can not be fairly said that the jury must have understood it to mean otherwise. If this is the fair meaning of the charge—and we think it is, the jury are presumed to have so understood it, and there was no error. The rule of law governing this question was substantially complied with, which is that the presumption arising from the fact of spoliation of evidence does not relieve the other party from introducing evidence tending affirmatively to prove his case so far as he has the burden. It can not supersede the necessity of other evidence. The presumption is regarded as merely matter of inference in weighing the effect of evidence in its nature applicable to the question in dispute.

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skill required in workmanship; but a provision that the work shall only be done by certain persons or classes of persons, members of certain societies, necessarily creates a monopoly in their favor. The effect of the provision is to limit competition by preventing contractors from employing any except certain persons, and by excluding therefrom all others engaged in the same work, and such a restriction is illegal and void. * * * No question concerning the merits of labor or trades union is in any way involved in this case. The right of organization for mutual benefit in all lawful ways is not denied. The question is whether the board of education has a right to enter into a combination with such an organization for the expenditure of taxpayers' money for the benefit of members of the organization, and to exclude any portion of the citizens following lawful trades and occupations from the right to labor. It has no such right." (See, also, *Holden v. City of Alton*, 179 Ill. 318, 53 N. E. 556; *Fiske v. People ex rel. Raymond*, 188 Ill. 206, 58 N. E. 985, 52 L. R. A. 291 [see Bulletin No. 37, p. 1195]; *Marshall & Bruce Co. v. City of Nashville*, 71 S. W. 815) [see Bulletin No. 47, p. 959]. It follows that we can not reverse the order of the circuit court.

LAWS OF VARIOUS STATES RELATING TO LABOR ENACTED SINCE JANUARY 1, 1904.

[The Tenth Special Report of this Bureau contains all laws of the various States and Territories and of the United States relating to labor in force January 1, 1904. Later enactments are reproduced in successive issues of the Bulletin from time to time as published.]

GEORGIA.

ACTS OF 1904.

Emigrant agents.

(Page 26.)

SECTION 2. In addition to the ad valorem tax on real estate and personal property as required by the constitution and provided for in the preceding section, the following specific taxes shall be levied and collected for said fiscal year:

* * * * *
Tenth. Upon each emigrant agent, or employer or employee of such agents, doing business in this State, the sum of five hundred dollars for each county in which such business is conducted.

Approved August 15, 1904.

OHIO.

ACTS OF 1904.

Examination and licensing of steam engineers.

(Page 28.)

SECTION 1. Sections 6, 7, 8 and 9 of an act entitled, "An act for the better protection of life and property against injury or damage, resulting from the operation of steam engines and boilers by incompetent engineers and others, and to repeal an act therein named," passed March 1, 1900, [shall] be amended so as to read as follows:

(4364-89g) Section 6. Any person who desires to act as a steam engineer shall make application to the district examiner of steam engineers for a license so to act, upon a blank furnished by the examiner, and shall successfully pass an examination upon the following subjects: the construction and operation of steam boilers, steam engines, and steam pumps, and also hydraulics, under such rules and regulations as may be adopted by the chief examiner, which rules and regulations, and standard of examination, shall be uniform throughout the State. If, upon such examination, the applicant is found proficient in said subjects a license shall be granted him to have charge of and operate stationary steam boilers and engines of the horse power named in this act. Such license shall continue in force for one year from the date the same is issued: *Provided, however,* The district examiner may, upon written charges, after notice and hearing, revoke the license of any person guilty of fraud in passing the examination, or who has become insane or who is addicted to the liquor or drug habit to such a degree as to render him unfit to discharge the duties of steam engineer.

(4364-89r) Sec. 7. Any person to whom a license is issued under the provisions of this act shall upon application at the expiration of one year from the date thereof be entitled to a renewal thereof for one year, unless the district examiner of his district for the cause or causes set out in section 6 of this act, upon notice and hearing, should refuse such renewal.

(4364-89s) Sec. 8. The fee for examination of applicants for license shall be two dollars (\$2), to be paid at the time of the application for examination, and two dollars, (\$2) for each renewal of license. All fees collected and received by the district examiners from the issue of licenses and the renewal of the same, shall be, on or before the 5th day of each month, remitted to the chief examiner at Columbus, together with a monthly report of the business of their offices. Said chief examiner shall pay into the treasury, to the credit of the general revenue fund, all moneys and fees by him received from the district examiners, and, on or

before the 10th day of each month, said chief examiner shall file a monthly report with the governor, of the business of his office and the amount of money received by him and paid into the State treasury.

(4364-89t) Sec. 9. Any person dissatisfied with the action of any district examiner in refusing or revoking a license, or a renewal thereof, may appeal to the chief examiner, who shall investigate the action of said district examiner; if, upon such investigation, said chief examiner finds that the district examiner was justified, for the cause or causes set out in section 6 of this act, in refusing or revoking such license, or renewal thereof, he shall sustain the district examiner in his action; but should said chief examiner find that the district examiner was not justified in refusing or revoking such license, or renewal thereof, he shall order said district examiner to issue a license to the person making the appeal.

Approved March 4, 1904.

Mine regulations—Provisions for accidents.

(Page 63.)

SECTION 1. It shall be the duty of operators or superintendents to keep at the mouth of drift, shaft or slope, where more than ten miners are employed, or at such other place about the mine as shall be designated by the State or district mine inspector, a stretcher properly constructed, and a woolen blanket and a waterproof blanket in good condition, for use in carrying away any person who may be injured at the mine.

Provided, That where more than four hundred persons are employed, two stretchers and two woolen blankets and two waterproof blankets shall be kept. And in mines generating fire damp a sufficient quantity of linseed or olive oil, bandages and linen shall be kept in store at the mine for use in emergency, and bandages shall be kept at all mines.

Approved April 1, 1904.

Railroads—Illiterate employees.

(Page 72.)

SECTION 1. No person, firm or corporation, owning, operating or controlling any railroad, running through or within the State of Ohio, shall employ as flagmen or hostler, or assistant hostler, within said State, any person who can not read and write and speak the English language; but this act shall not apply to flagmen at street or highway crossings.

Sec. 2. Any person, firm, or corporation who shall violate the provisions of the foregoing section, shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be fined in any sum not less than five hundred dollars (\$500), or more than one thousand dollars (\$1,000).

Approved April 7, 1904.

Commissioner of labor statistics—Employment offices.

(Page 101.)

SECTION 1. Sections 308 and 308a of the Revised Statutes of Ohio [shall] be amended so as to read as follows:

Section 308. The commissioner shall have an office in the statehouse which shall be a bureau of labor statistics, and he shall collect, arrange and systematize all statistics relating to the industrial, social, educational and sanitary conditions of the laboring classes, and to the productive industries of the State, including the names of firms, companies, or corporations, where located, capital invested in grounds, buildings and machinery; class and value of goods produced or manufactured; number of days in operation; amount paid yearly for rent, taxes and insurance; amount paid in wages; number of employees, male and female; number engaged in clerical work and manual labor, with detailed classification of the number and sex engaged in each class or occupation, and the average daily wages paid to each.

Said commissioner is authorized to appoint special agents to represent the bureau with authority to visit the delinquent firms and collect such statistics, and perform such other duties as may be required, with like power as is conferred by law upon said commissioner: *Provided*, That the compensation of such agents is paid from the contingent fund of the bureau. For the purpose of carrying out the provisions of this act, the State is hereby divided into five districts, the boundaries of which shall be designated by the governor and said commissioner and the governor and said commissioner shall appoint one superintendent for each of said districts to discharge the duties hereinafter set forth. Said superintendents shall cause to be posted in front of their said offices, on a sign board, or in a suitable place on the building where such offices are located, the words, "Free Public Employment Office."

It shall be the duty of such superintendents to receive all applications for labor of those desiring employment and those desiring to employ labor, and record their names in a book kept for that purpose, designating opposite the name of each applicant the character of employment or labor desired, and the name of such applicant. Each of said superintendents shall be provided with a clerk if in the judgment of the commissioner the same may appear necessary for properly conducting the duties of their several offices.

No compensation or fee shall, directly or indirectly, be charged to or received from any person or persons seeking employment, or any person or persons desiring to employ labor through any of said offices. Said superintendent shall make a weekly report on Thursday of each week to said commissioner of all persons desiring to employ labor, and the class thereof, and all persons applying for employment through their respective offices, and the character of employment desired by each applicant; also, of all persons securing employment through their respective offices, and the character thereof, and a semiannual report of the expense of maintaining such offices. Said commissioner shall cause to be printed weekly a list of all applicants and the characters of employment desired by them, and of those desiring to employ labor, and the class thereof, received by him from the respective offices aforesaid, and cause a true copy of such list on Monday of each week to be mailed to the superintendent of each of said offices in the State, which said list by the superintendent shall be posted immediately on receipt thereof, in a conspicuous place in his office, subject to the inspection of all persons desiring employment. Said superintendents shall perform such other duties in the collection of labor statistics as said commissioner shall determine. Any superintendent or clerk, as herein provided, who directly or indirectly charges or receives any compensation from any person whomsoever in securing employment or labor for any other person, or persons, as provided in this act, shall be deemed guilty of a misdemeanor, and be fined in any sum not exceeding fifty dollars and imprisoned in the county jail or workhouse not exceeding thirty days.

Said superintendent of each of such offices shall receive a salary of fifteen hundred dollars per annum, and said clerk shall receive a salary of seven hundred and twenty dollars per annum, payable monthly. Said salaries shall be paid upon warrant of the auditor of state on the treasurer of state from the State funds through the bureau of labor statistics.

Sec. 308a. The tenure of office for all superintendents of free public employment offices shall be two years from the date of appointment, but the commissioner of labor statistics shall have the power, by and with the consent of the governor, of removing any of such superintendents for good and sufficient cause. The clerk allowed in any free public employment office shall be appointed by the superintendent of the respective office, when approved by said commissioner, and shall serve during the pleasure of the superintendent: *Provided, however,* That all superintendents and clerks now in office shall remain in office until the expiration of their present terms, unless sooner removed by the governor and commissioner for good cause shown, which power is hereby given the governor and said commissioner, and in case of such a removal, and at the end of the present terms of superintendents or clerks, their successors shall be appointed as herein provided.

Approved April 19, 1904.

Elections—Time to vote to be allowed employees.

(Page 185.)

SECTION 6. The first Tuesday after the first Monday in November of each year, from and between the hours of five-thirty o'clock a. m. and nine o'clock a. m., shall be, for election purposes only, a legal part holiday. And no person who is an elector shall be compelled or required to perform any labor between said hours, nor shall any employer or his or its officers or agents discharge any such person because he fails or refuses to labor between said hours, or require or order such employee to accompany him to the voting place of such employee; and any person violating any of the provisions of this act, shall, upon conviction be fined not more than twenty-five dollars.

Approved April 23, 1904.

Railroads—Structures near tracks.

(Page 274.)

SECTION 1. No person, firm or corporation, owning, operating or controlling any railroad running through or within the State of Ohio, shall erect or permit to be erected, place or maintain along the line of said railroad, any mail crane or live stock chute, any portion of which shall approach nearer than eighteen inches to the nearest point of contact with the cab of the widest locomotive that is now or hereafter may be operated or used on such railroad.

SEC. 2. Any person, firm or corporation who shall violate the provisions of the foregoing section shall be deemed guilty of a misdemeanor and upon conviction thereof shall

be fined in any sum not less than five hundred dollars (\$500) nor more than one thousand dollars (\$1,000).

Sec. 3. This act shall take effect and be in force on and after July 1st, A. D. 1905.

Approved April 23, 1904.

Employment of children.

(Page 321.)

SECTION 1. Sections 1, 2 and 3 of an act entitled "An act to regulate the employment of minors and to repeal sections 6986, R. S., passed April 25, 1891; 6986aa R. S., passed March 21, 1887; 6986bb R. S., passed April 27, 1885; 6986c R. S., passed April 27, 1885," passed April 19, 1898, as amended May 12, 1902, [shall] be amended to read as follows:

Section 1. No child under the age of fourteen years shall be employed in any factory, workshop, mercantile or other establishment, directly or indirectly at any time, nor be employed as messenger or driver therefor; and no child under [said] the age shall be employed in any other manner, whether it be for compensation or otherwise, when the public schools in which district such child resides are in session.

Every person, company or corporation, or agent having charge of or the management of such factory, workshop, mercantile or other establishment employing any child over fourteen years and under sixteen years of age, shall exact the age and schooling certificate prescribed in section 4022-2 as a condition of employment, and shall keep the same on file, and shall upon the request of the chief or district inspector of workshops and factories produce said certificates for inspection; but no person authorized as aforesaid shall approve such certificates for any child under sixteen years of age then in or about to enter his own employment or the employment of a firm, company or corporation of which he is a member, officer, or employee. An age and schooling certificate shall not be approved unless satisfactory evidence is furnished by the last school census, the certificate of birth or baptism, or in some such manner, that said child is of the age required as aforesaid; failure to produce to an inspector of workshops and factories an age and schooling certificate, as aforesaid required, shall be prima facie evidence of the illegal employment of any person whose age and schooling certificate is not produced.

In case of doubt of the physical fitness of such minor, the inspector shall require a certificate signed by a medical officer of the board of health, certifying that such child is in sound health and physically able to perform the work he is required to do.

Sec. 2. It shall be the duty of every person employing minors under the age of eighteen years to keep a register in which shall be recorded the name, birthplace, age and place of residence of every minor employed by him under the age of eighteen years. No boy under sixteen years of age and no girl under eighteen years of age, shall be employed at any work at night time later than seven o'clock in the evening nor earlier than six o'clock in the morning, and no minor under eighteen years of age shall be employed in any of the places named in section 6986-7 of the Revised Statutes of Ohio for a longer period than ten hours in one day, nor more than fifty-five hours in one week; and every such minor under eighteen years of age shall be entitled to no less than thirty minutes for meal time at noon, but such meal time shall not be included as part of the work hours of the day; and every employer shall post in a conspicuous place in every room where such minors are employed a printed notice stating the maximum number of work hours required in one week, and in each day of the week from such minors; such printed notice to be furnished by the chief inspector of workshops and factories, and approved by the attorney-general.

Sec. 3. Any person, firm or corporation who shall employ any minor contrary to the provisions of this act, or who shall violate any of the provisions thereof, shall, upon conviction, be fined in any sum not less than ten dollars nor more than fifty dollars, and upon failure or refusal of any such person, firm or corporation to pay said fine or costs according to the order of the court, then such person, firm or corporation shall be imprisoned in the county jail until such fine is paid.

Approved April 25, 1904.

Employment of children.

(Page 334.)

SECTION 1. Sections * * * 4022-2 * * * [shall] be amended so as to read as follows:

* * * * *
Section 4022-2. No child under sixteen years of age shall be employed or be in the employment of any person, company or corporation during the school term and while the public schools are in session, unless such child shall present to such person, company or corporation an age and schooling certificate herein provided for. An age and schooling certificate shall be approved only by the superintendent of schools, or by a person authorized

by him, in city or other districts having such superintendent, or by the clerk of the board of education in village, special and township districts not having such superintendent, upon a satisfactory proof of the age of such minor and that he has successfully completed the studies enumerated in section 4022-1 of the Revised Statutes of Ohio; or if between the ages of fourteen and sixteen years, a knowledge of his or her ability to read and write legibly the English language. The age and schooling certificate shall be formulated by the State commissioner of common schools and the same furnished, in blank, by the clerk of the board of education. Every person, company or corporation employing any child under sixteen years of age, shall exact the age and schooling certificate prescribed in this section, as a condition of employment and shall keep the same on file, and shall upon request of the truant officer herein provided for, permit him to examine such age and schooling certificate. Any person, company or corporation, employing any minor contrary to the provisions of this section shall be fined not less than twenty-five nor more than fifty dollars.

Approved April 25, 1904.

Employment offices.

(Page 485.)

SECTION 1. No person, firm or corporation in this State shall open, operate or maintain a private employment agency for hire, or where a fee is charged to either applicant for employment or for help without first obtaining a license for the same from the State commissioner of labor statistics. Such license fee in cities shall not be less than fifty (\$50.00) dollars nor more than one hundred (\$100.00) dollars per annum. In villages not less than ten (\$10.00) dollars nor more than twenty-five (\$25.00) dollars per annum. Every license shall contain the designation of the city or village, street and number of the building in which the licensed party conducts said employment agency. The license, together with a copy of this act, shall be posted in a conspicuous place in each and every employment agency. No agency shall print, publish or paint [on] any sign, window, or insert in any newspaper or publication, a name similar to that of the Ohio free public employment offices. The commissioner of labor shall require with each applicant for a license a bond in the penal sum of five hundred (\$500) dollars with one or more sureties, to be approved by the said commissioner, and conditioned that the obligor will not violate any of the duties, terms, conditions, provisions or requirements of this act. The said commissioner is authorized to cause an action or actions to be brought on said bond in the name of the people of the State of Ohio for any violation of [any of] its conditions, and he may also revoke upon a full hearing, any license, whatever [whenever] in his judgment, the party licensed shall have violated any of the provisions of this act. It shall be the duty of every licensed agency to keep a register, in which shall be entered the name and address of every applicant. Such licensed agency shall also enter into a register the name and address of every person who shall make application for help or servants; and the name or nature of the employment for which such help shall be wanted. Such register shall at all reasonable hours, be open to the inspection and examination of the commissioner of labor or his agents. Where a registration fee is charged for receiving or filing applications for employment or help, said fee shall in no case exceed the sum of two (\$2) dollars for which a receipt shall be given, in which shall be stated the name of the applicant, the amount of the fee, the date, the name or character of the work or situation to be procured. In case the said applicant shall not obtain a situation or employment through such licensed agency within one month after registration as aforesaid, then said licensed agency shall forthwith repay and return to such applicant, upon demand being made therefor, the full amount of the fee paid or delivered by said applicant to said licensed agency, provided that such demand be made within thirty (30) days after the expiration of the period aforesaid. No agency shall send or cause to be sent any female help or servant to any place of bad repute, house of ill fame or assignation house, or any house or place of amusement kept for immoral purposes. No such licensed agency shall publish or cause to be published any false or fraudulent notice or advertisement, or to give any false information, or to make any false promise concerning or relating to work or employment to any one who shall register for employment, and no licensed agency shall make any false entries in the register to be kept as herein provided. No person, firm or corporation shall conduct the business of any employment office in, or in connection with, any place where intoxicating liquors are sold.

Sec. 2. It shall be the duty of the commissioner of labor to enforce this act, when informed of any violation, [and] it shall be his duty to institute criminal proceedings for the enforcement of its penalties before any court of competent jurisdiction. Any person convicted for the violation of the provisions of this act shall be guilty of a misdemeanor and shall be fined not less than fifty (\$50) dollars nor more than one hundred (\$100) dollars for each offense, or by imprisonment in the county jail for a period not exceeding six (6) months, or both, at the discretion of the court.

SEC. 3. A private employment agency is defined and interpreted to mean any person, firm or corporation furnishing employment or help, or who shall display any employment sign or bulletin, or through the medium of any card, circular or pamphlet, offering employment or help, shall be deemed an employment agency, and subject to the provisions of this act, whether a fee or commission is charged or not: *Provided*, That charitable organizations are not included.

SEC. 4. The term "applicant for employment" as used in this act, shall be construed to mean any person seeking work of any lawful character, and "applicant for help" shall mean any person or persons seeking help in any legitimate enterprise; and nothing in this act shall be construed to limit the meaning of the term "work" to manual labor, but it shall include professional service and all other legitimate service.

SEC. 5. All money or moneys received from fees and fines as herein provided shall be held by [the] said commissioner of labor, and the same shall constitute a fund for the purpose of enforcing the provisions of this act; and the said commissioner shall at the end of each fiscal year, make an account of said fund and pay into the State treasury whatever balance shall remain after paying the necessary disbursements for the purpose of enforcing the provisions of this act.

Approved April 26, 1904.

Factory inspectors.

(Page 530.)

SECTION 1. Supplementary section 2573a, including section two thereof, [shall] be amended to read as follows:

Section 2573a. For the purpose of providing an adequate force for the efficient and thorough inspection of workshops and factories throughout the State of Ohio, the governor shall appoint, by and with the advice and consent of the senate, one chief inspector, who, with the approval of the governor, shall appoint thirteen district inspectors.

The chief inspector and district inspectors shall be competent and practical mechanics.

The chief inspector shall hold his office for a term of four years, and shall have his office in the statehouse, where shall be kept the records of his office; and the district inspectors shall hold their offices for a term of three years from the first day of May after their respective appointments, and until their successors are appointed and qualified: *Provided, however*, That the chief inspector and the district inspectors in office at the time of this act shall serve out their respective terms for which they have been appointed. In case of the resignation, removal or death of the chief inspector, or any district inspector, the vacancy shall be filled in the manner above provided for the original appointments for the unexpired term only of the position so made vacant.

Sec. 2. The chief inspector shall make such assignments of all the district inspectors as the good of the service may require, and shall issue such instructions, and make such rules and regulations for the government of the district inspectors not inconsistent with the powers and duties vested in them by law as shall secure uniformity of action and proceedings throughout the different districts into which he shall divide the State.

The salary of the chief inspector shall be two thousand dollars (\$2,000) per annum, and the district inspectors twelve hundred dollars (\$1,200) each per annum, which salaries and all necessary traveling expenses incurred by said inspectors in the discharge of their official duties shall be paid out of the treasury of the State from any fund therein not otherwise appropriated on the warrant of the auditor, on the presentation to him of the proper vouchers.

SEC. 2. Supplementary section 2573b [shall] be amended to read as follows:

Sec. 2573b. The said inspector shall have entry into all shops and factories, including all public institutions of the State which have shops and factories, or either, at any reasonable time, and it shall be unlawful for the proprietors, agents or servants in such factories or shops to prevent, at reasonable hours, his entry into such shops or factories for the purpose of such inspection. And proof of the failure of the proprietor of any shop or factory to make the alteration or furnish the safeguards ordered by the inspector, within the time required by law, shall be deemed prima facie evidence of negligence and shall render such proprietor liable for any injury sustained by reason of such failure to make such alterations or furnish such safeguards.

SEC. 3. Supplementary section 2573c, [shall] be amended to read as follows:

Sec. 2573c. Said inspectors, if they find upon such inspection that the heating, lighting, ventilation or sanitary arrangement of any shop or factory is such as to be injurious to the health of persons employed or residing therein, or that the means of egress in case of fire or other disaster is not sufficient, or that efficient means for extinguishing fire is not provided on each floor, or that the belting, shafting, gearing, elevators, drums and machinery in such shops and factories are located so as to be dangerous to employees, and not sufficiently guarded, or that the vats, pans or structures filled with molten metal or hot liquid are not

surrounded with proper safeguards for preventing accident or injury to those employed at or near them, shall notify the owners, proprietors or agents of such shops or factories by mailing such notifications to the last known address of such owners, proprietors or agents to make the alterations or additions necessary without delay: *Provided, however,* That for such of the alterations and additions ordered as may be of such nature as to make it impossible to comply with immediately, the chief inspector may grant from fifteen (15) to thirty (30) days' time from date of first notification to such owners, proprietors or agents, in which to make such alterations and additions, and if such alterations are not made within the limit of time granted, such owners, proprietors or agents so notified, shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be fined not more than five hundred (500) dollars, and not less than fifty (50) dollars, and ten (10) dollars additional for each day after such conviction, until such alterations and additions necessary have been made, which fine shall be paid into the treasury of the county in which conviction is had. The district inspectors shall make a record of all examinations of shops and factories in their respective districts, showing the date when made, the condition in which shops and factories are found, and what changes were ordered, the number of shops and factories in their respective districts, the number of men, women and children employed in each shop or factory, together with all such other facts and information of public interest concerning the condition of such shops and factories as they may think useful and proper, which record shall be filed in the office of the chief inspector every week, and so much thereof as may be of public interest to be included in his annual report.

Passed April 20, 1904.

[Became a law without the approval of the governor.]

Employers' liability—Assumption of risk.

(Page 547.)

SECTION 1. In any action brought by an employee, or his legal representative, against his employer, to recover for personal injuries, when it shall appear that the injury was caused in whole or in part by the negligent omission of such employer to guard or protect his machinery or appliances, or the premises or place where said employee was employed, in the manner required by any penal statute of the State or United States in force at the date of the passage of this act, the fact that such employee continued in said employment with knowledge of such omission, shall not operate as a defense; and in such action, if the jury find for the plaintiff, it may award such damages not exceeding, for injuries resulting in death, the sum of five thousand dollars, and for injuries not so resulting, the sum of three thousand dollars, as it may find proportioned to the pecuniary damages resulting from said injuries; but nothing herein shall affect the provisions of section 6135 of the Revised Statutes.

Nothing herein contained shall be construed as affecting the defense of contributory negligence, nor the admissibility of evidence competent to support such defense.

Approved May 3, 1904.

Railroads—Safety appliances.

(Page 615.)

SECTION 1. Section 1 of an act entitled "An act to require railroad corporations to equip and furnish all cars used in their service with air brakes and automatic couplers, and their engines with power brakes," as amended February 27, 1900, designated as section 3365-23 in Bates' Annotated Ohio Statutes fourth edition, [shall] be amended so as to read as follows:

Section 1. Every [railroad] corporation operating a railroad or part of a railroad, in this State, shall, on or before the first day of August, A. D. 1900, equip and furnish all standard gauge cars, owned and leased, used in its service in this State with automatic couplers, coupling automatically, and which can be uncoupled without the necessity of men going between the ends of the cars; and shall equip, furnish and operate all such cars in its passenger service, and not less than thirty per cent. of such cars in its freight service with air brakes; and no freight train shall, after such date, be run by any such railroad corporation over any part of its road lying within this State unless at least twenty-five per cent. of the standard gauge cars composing such freight train are so equipped, furnished and operated with perfectly acting air-brakes and so as to enable the engineer to control the speed of the train without the use of hand brakes: *Provided,* That on or before January 1, 1900, twenty-five (25) per cent of all the automatic couplers and air brakes hereinbefore provided to be put upon cars, shall be so furnished on or before January 1, 1900: *Provided further,* That the provision of this section shall also apply, after the first day of March, 1910, to the cars other than standard gauge cars, used in the operation of steam railroads in this State.

Passed April 23, 1904.

[Became a law without the approval of the governor.]

PHILIPPINE ISLANDS.

LAWS OF U. S. PHILIPPINE COMMISSION—1904.

Act No. 1189.—*Manufacturers' taxes—Mechanics exempt.*

SECTION 139. Except as hereinafter specifically exempted, there shall be paid by each merchant and manufacturer a tax at the rate of one-third of one per centum on the gross value in money of all goods, wares, and merchandise sold, bartered, or exchanged for domestic consumption in the Philippine Islands, and this tax shall be paid whether such commodities consist of raw materials or manufactured or partially manufactured products, and whether of domestic production or imported. * * *

SEC. 142. The following persons shall be exempted from the payment of the taxes imposed in section one hundred and thirty-nine:

* * * * *

(f) Carpenters, brick masons, tinsmiths, joiners, plumbers, and other mechanics and artisans, and all other persons who work by contract, by the piece, or by the day for others and who have no shop and keep no stock for sale or distribution of articles manufactured by them.

Enacted July 2, 1904.

PORTO RICO.

ACTS OF 1904.

Eight-hour day.

(Page 81.)

SECTION 1. Eight hours shall constitute the maximum length of a working day for any work performed and paid out of funds from the municipalities, school boards, and all other dependencies of the people of Porto Rico.

SEC. 2. In all contracts for work to be paid out of the funds of the People of Porto Rico, municipalities or school boards, each of said contracts shall contain a provision limiting a day's work to eight hours.

SEC. 3. In works of a public nature, a working day may be lengthened only in cases where the lives and property of the inhabitants of a municipality or of the Insular government would be endangered, if same were not done. This act shall not apply to the Insular police force, internal revenue agents, telegraph operators and telegraph messengers, nor to the clerks of the departments of the Insular government when, in the opinion of the heads of such departments, work beyond eight hours by them is necessary in the interest of the public service.

SEC. 4. Any person who shall willfully or maliciously violate the provisions of this act, except as specified in section 3 hereof, shall be guilty of misdemeanor.

Approved March 10, 1904.

CODE OF CIVIL PROCEDURE.

Exemption of wages from execution.

SECTION 249. (As amended by act page 7, acts of 1904, extraordinary session). In addition to the homestead exempted by the homestead law, the following property belonging to an actual resident of this Island is exempted from execution, except as herein otherwise specially provided:

* * * * *

7. The earnings of the judgment debtor for personal services rendered at any time within thirty days next preceding the levy of execution, or levy of attachment, when it appears by the debtor's affidavit, or otherwise, that such earnings are necessary for the use of his family residing in this Island, supported wholly or in part by his labor: *Provided*, This act shall not authorize the garnishment of the fees or salary of any public officer or employee.

* * * * *

CUMULATIVE INDEX OF LABOR LAWS AND DECISIONS RELATING THERETO.

[This index includes all labor laws enacted since January 1, 1904, and published in the Bulletin. Laws enacted previously appear in the Tenth Special Report of the Commissioner of Labor. The decisions indexed under the various headings relate to the laws on the same subjects without regard to their date of enactment and are indicated by the letter "D" in parenthesis following the name of the State.]

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DEPARTMENT OF COMMERCE AND LABOR.

BULLETIN

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No. 60—SEPTEMBER, 1905.

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BULLETIN
OF THE
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No. 60.

WASHINGTON.

SEPTEMBER, 1905.

GOVERNMENT INDUSTRIAL ARBITRATION.

BY LEONARD W. HATCH, A. M.

INTRODUCTION.

Briefly characterized this paper is a statistical account of laws and their results. Within its scope are included all laws in any land which have been enacted for the purpose of providing means for the settlement of collective industrial disputes. The aim has been to present as fully and accurately as possible both the essential features of such laws and the important facts as to their operation. The record has been brought as closely down to date (1905) as the necessary reports and documents available would permit, and so far as possible only official sources have been used. All the sources used will be found referred to either in the text or in footnotes.

GREAT BRITAIN.

One characteristic feature of collective industrial disputes being combined action by employees to better the conditions of labor, there was naturally no legislation in Great Britain for arbitration or conciliation in such cases until the repeal of the combination laws, which prohibited under severe penalties all combinations of workmen, in 1824 permitted concerted action on the part of employees. Coincident with that repeal^(a) an arbitration act was passed, since known as the Consolidation Act.^(b) That law, though in force until 1896, did not contemplate collective disputes, however, and belongs with the

^a 5 Geo. IV, ch. 95.

^b 5 Geo. IV, ch. 96.

earlier régime of State regulation of the labor contract and suppression of combination, rather than with the modern system of free contract and combination. A glance at earlier legislation will make this clear.

Prior to 1824 a long series of laws, going back as far as the Statute of Apprentices in 1562, ^(a) had contained provisions for the settlement of individual disputes between masters and servants. Prior to 1747 these provisions appear in acts containing various other labor regulations, but in that year a special law, ^(b) dealing solely with the settlement of disputes, appears. This law, like all the earlier provisions, simply referred disputes to the justices of the peace or local magistrates, in harmony with the existing method of State regulation, which, as embodied in the Statute of Apprentices, had designated those same officials as the authorities to fix the rates of wages for labor generally.

After 1747 the next special act dealing with disputes was passed in 1800. The cotton industry, rapidly growing under the transforming influence of the industrial revolution, was the field upon which the struggle between the old system of State regulation and the new principle of free competition in determining the conditions of labor was fought out in the closing years of the eighteenth and the opening years of the nineteenth centuries. The outward manifestation of this strife appeared in a multiplication of disputes between masters and weavers, which inspired four laws providing for their settlement. These applied only to the cotton trade, the first being passed in 1800 for England, ^(c) the second for Scotland in 1803, ^(d) the third in 1804 replacing the former act for England, ^(e) while the fourth for Ireland was passed in 1813. ^(f) These last three laws were practically identical. They differed from earlier laws for the settlement of disputes chiefly in providing for arbitration by two referees appointed, one by the employer and the other by the employee, from nominations made by a justice of the peace, with reference for final decision to the justice only when those two could not agree. In common with the earlier statutes, they made reference of disputes compulsory upon the complaint of either party, and decisions were likewise compulsory, being enforceable by proceedings of distress and sale, or imprisonment, before a justice of the peace.

THE CONSOLIDATION ACT, 1824.

When the select committee of the House of Commons in 1824 reported in favor of the repeal of the combination laws, it also reported that "the practice of settling disputes by arbitration be-

^a 5 Eliz., ch. 4.

^b 20 Geo. II, ch. 19.

^c 39-40 Geo. III, ch. 90.

^d 43 Geo. III, ch. 151.

^e 44 Geo. III, ch. 87.

^f 53 Geo. III, ch. 75.

tween masters and workmen has been attended with good effects, and it is desirable that the laws which direct and regulate arbitration should be consolidated, amended, and made applicable to all trades." Accordingly, the Consolidation Act was passed, which was nothing more nor less than a consolidation—hence, its name—of the three existing laws for the cotton industry, and simply extended the system there provided to all trades. Like those acts, it was drawn for disputes between employers and individual workmen only, but in one respect its jurisdiction in such cases was narrower than theirs. Under the system of regulation of wages by justices of the peace, there was no occasion in the arbitration acts to draw a distinction between disputes over existing contracts and those as to future contracts. But the principle of freedom of contract as to the terms of employment having been established by the repeal of the Statute of Apprentices in 1814, a clause was inserted in the Consolidation Act prohibiting any justice of the peace in rendering awards to "establish a rate of wages or price of labor or workmanship at which the workmen shall in future be paid, unless with the mutual consent of both master and workmen."

The Consolidation Act of 1824 remained in force until 1896. It was slightly amended in some details in 1837 by 1 Vict., ch. 67, and in 1845 by 8-9 Vict., chs. 77 and 128, but it was practically a dead letter from its passage.

LORD ST. LEONARD'S ACT, 1867.

In 1867 a law was passed which enabled private councils of conciliation or arbitration, established voluntarily by employers and workmen, to exercise the powers which had been conferred upon referees under the Consolidation Act and earlier laws. It embodied the recommendations of a select committee of the House of Commons appointed in 1856 to "inquire into the expediency of establishing equitable tribunals for the amicable adjustment of differences between masters and operatives." The mover of the committee stated that he made his motion on account of the "great inconvenience from the want of equitable tribunals by means of which any difference between masters and operatives might be satisfactorily adjusted," and also in order "to ascertain whether the conseils des prud'hommes in France had answered the purpose for which they were established." He asserted also that "great dissatisfaction existed at that time among operatives of this country in consequence of the want of some such tribunal."^a

The report of this committee was presented in the same year. ^(b) It stated that a considerable majority of the large number of wit-

^a Hansard's Debates, 3d series, Vol. CXL, pp. 982, 983.

^b Parliamentary Papers, 1856, Vol. XIII.

nesses examined concurred in favoring boards of arbitration. As to the constitution of such boards, however, and still more as to what their jurisdiction should be, they found much difference of opinion. It was pointed out that the Consolidation Act of 1824 had been almost entirely inoperative mainly because it required parties to go before a magistrate, by whom the arbitrators were to be appointed, and this the workmen were very unwilling to do, either because it bore the appearance of a criminal proceeding or because the magistrates in industrial centers, as a rule, belonged to the manufacturing class. Other objection was found to that law on the ground that, as the arbitrators were to be appointed as each dispute arose, one must practically refer his case to an unknown set of men. Finally, the committee noted that several attempts had been made to establish systems of arbitration without the intervention of law and that these had been successful while they lasted, but had generally been of short duration. In view of these facts the committee favored councils voluntarily established by employers and workmen and recommended, in order to give such councils permanence and legal standing, that provision be made for granting them a Government license, under which they could exercise the powers specified in the law of 1824 for compelling the attendance of witnesses and enforcing awards. Compulsory awards, however, the committee thought should be confined to disputes under existing contracts, and they opposed granting any power to regulate wages forcibly, though expressing the opinion that disputes over future wage rates would be frequently referred to the proposed courts by mutual agreement of the parties.

A bill embodying these ideas was introduced by the committee's chairman (*) in 1839, but too late for passage at that session. Seven years later, in 1866, the same measure was again introduced and passed the Commons, but died in the House of Lords. Finally, in 1867, it was again brought forward and became the Councils of Conciliation Act of August 15, 1867, (†) often called Lord St. Leonard's Act, after the author of the bill of 1867.

The general content of this act has already been indicated. It laid down a number of detailed requirements as to constitution and procedure which must be fulfilled by private councils in order to secure the license permitting them to compel the attendance of witnesses and enforce awards as in the law of 1824. These were patterned after the French system of industrial courts in the councils of *prud'hommes*, the more important ones being as follows: Councils must consist of not less than two nor more than ten each of masters and of workmen, with a chairman chosen by the members, but who must be "some person unconnected with trade." Members must be elected for terms of one year, the employers and employees elect-

* Mr. W. A. Mackinnon.

† 36-52 Viet., ch. 365.

ing their respective members in separate assemblies. A register of electors must be kept by the clerk of each council, upon which every person properly qualified must, upon application, be registered. The qualifications for registration, necessary both for voters and members of the council, were an age of 21 years, and, if an employer, six months' residence and occupation in the district for which the council was established; if an employee, seven years' residence and occupation, in the trade over which the council was to have jurisdiction, these qualifications being specified as rendering eligible any "inhabitant householder or part occupier of a house, warehouse, counting-house, or other property." These same qualifications, except the age requirement, were specified also for those who might petition for a council, the petitioners for any council electing the first members. Councils were to elect such officers as were necessary and to establish rules and fees, which were to be binding when approved by the home secretary.

Each council was to appoint a "committee of conciliation," composed of one employer and one workman, and all cases were to go first to this committee, who should endeavor to "reconcile the parties in difference."^a If their efforts failed, the case was to go to the council for hearing and award. In hearings by the council two members and the chairman were to be a quorum, and no attorneys were to be heard except by consent of both parties. Awards were to be enforced as provided in the Consolidation Act of 1824; that is, by proceedings of distress and sale, or imprisonment, before a justice of the peace.

The exact character of the law of 1867 is apparent only when its jurisdiction is noted. In the first place, it applied to disputes involving either one or many workmen; but in the second place, councils could take cognizance of disputes only when submitted by both parties. When the bill was before the House of Commons it was proposed to amend it so that cases might be acted on by the conciliation committee upon application of one party alone, but this amendment did not meet with approval and was withdrawn. In the third place, while no limitation as to subjects of disputes appears, councils could not "establish a rate of wages or price of labor or workmanship at which the workman shall in future be paid."^b Obviously, under this last restriction, so far as arbitration as distinguished from conciliation was concerned, the councils could have but small jurisdiction in collective disputes, inasmuch as the great majority of such are concerned directly or indirectly with questions of future wages. As originally introduced the act had contained a provision enabling councils, with the consent of both parties, to fix rates of wages that should

^a This committee of conciliation was the only feature of importance which was not in the Mackinnon bill of 1859.

^b Sec. 4 of the law.

be binding for a period not exceeding twelve months. The author explained that this had not been in the original draft, but that both the masters and men whom he had consulted wished future wages to be within the power of the councils. He had himself objected at first, but upon reflection had concluded that binding force limited to a year might be granted, and so had added the clause; but in committee in the House of Lords this power was stricken out by the overwhelming vote of 9 to 1, the author alone voting for it.

Lord St. Leonard's Act remained on the statute books until 1896, but was never anything but a dead letter, and no application for a license under it was ever made. This complete failure is somewhat surprising in view of two facts, the one that the measure had been widely approved by workmen and employers, and the other that voluntary joint boards were already coming into existence at the time the law was passed. Thus, when the bill for the act was introduced in Parliament its author stated that the principle of the bill had received the approval of a deputation of operatives representing 100,000 men engaged in the building trades of the metropolis, who had an interview with him a short time before, ^(a) and on the second reading petitions in favor of it were presented, "signed by masters in the building trade and every description of labor in that trade, from Birmingham, Manchester, Stockport, Blackburn, Coventry, and other large manufacturing towns."^(b) As already noted, the Committee of the House of Commons which recommended the law had found in 1856 that private boards were being established. Sidney and Beatrice Webb, in their *History of Trade Unionism*,^(c) date the period of development of voluntary boards from the year 1867.

Why, then, did the act fail? The only definite answer which has been offered is to be found in parliamentary debates upon later acts and in the evidence collected by the Royal Commission on Labor of 1893, which is to the effect that the act was too inelastic, laying down too many hard and fast rules as to the constitution and procedure of the councils, so that no latitude was left to employers and workmen who might desire to form them. Such, for example, was the opinion expressed in Parliament in 1872 by the author of another measure upon the same subject, ^(d) and by the president of the London conciliation board before the Royal Commission on Labor in 1893.^(e)

^a Hansard's Debates, 3d series, Vol. CLXXXV, p. 80.

^b *Ibid.*, p. 696.

^c P. 322.

^d Hansard's Debates, 3d series, Vol. CCXII, p. 1604.

^e Report of the commission, vol. 39, p. 336. The London conciliation board is maintained by the London Chamber of Commerce.

Not the least serious of the law's defects would seem to have been the practical exclusion of all questions of future wages from arbitration by the licensed councils. As already noted, employers and employees had personally stated to the author of the act their desire that such questions should be within the jurisdiction of the councils. Moreover, such questions were precisely the ones which had called private boards into existence. Thus the famous board for the Nottingham hosiery and glove trade, with which the name of Mr. Mundella is associated, was born out of a strike for better wages in 1860, and the rules of that board defined its purpose to be "to arbitrate on any questions relating to wages that may be referred to it from time to time by the employers or operatives, and by conciliatory means to interpose its influence to put an end to any disputes that may arise." The license offered by the law of 1867 would have given private councils most ample powers for the adjudication of disputes under existing contracts—that is, individual disputes; but for nearly all disputes as to future terms of employment—collective disputes—it would have made them little more than conciliation committees, for which indeed the detailed requirements of the law were superfluous.

THE ARBITRATION (MASTERS AND WORKMEN) ACT, 1872.

Five years after Lord St. Leonard's Act another law was passed, the Arbitration (Masters and Workmen) Act, 1872.^(a) This law was passed at the instigation of the Third Trades Union Congress, held in London in 1871. Resolutions favoring arbitration of industrial disputes had been passed at the first two congresses, and at the third the parliamentary committee was instructed to prepare a bill upon the subject. The bill was drafted by Mr. (afterwards Sir) Rupert Kettle, and approved by the fourth congress. After some modification through various conferences of the parliamentary committee with members of Parliament who had consented to support the bill, with its author and with Mr. Justice R. S. Wright, the bill was introduced April 17, 1872, by Mr. Mundella.^(b) It attracted little interest in Parliament and was passed without opposition or amendment, becoming law on August 6, 1872.

The important provisions of this act, so far as collective disputes are concerned, were as follows:

(1) An agreement might be drawn up between individual masters and workmen, mutually binding upon both when the master gave

^a 35-36 Vict., ch. 46.

^b These facts as to the framing of this measure are as related by Mr. George Howell, secretary of the trades union parliamentary committee at the time, in his *Labor Legislation, Labor Movements and Labor Leaders*, London, 1902, pp. 219, 220.

and the workman accepted a printed copy of the same, and binding during the "continuance of any contract of employment and service which is in force between them at the time of making the agreement, or in contemplation of which the agreement is made, and thereafter so long as they mutually consent from time to time to continue to employ and serve without having rescinded the agreement."^(a) The agreement might specify what number of days' notice of intention to cease to employ or be employed, not exceeding six, must be given by the parties to it, and until such time elapsed the agreement was to be binding. Workmen, however, might announce their withdrawal from the agreement any time within forty-eight hours after making it.

(2) The agreement must "designate some board, council, persons or person as arbitrators or arbitrator, or define the time and manner of appointment of arbitrators or of an arbitrator; and designate, by name, or by description of office or otherwise, some person to be, or some person or persons (other than the arbitrators or arbitrator) to appoint an umpire in case of disagreement between arbitrators."^(b)

(3) The agreement might provide that the parties should be bound by its rules or those of the arbitrators or umpire in regard to the "rate of wages to be paid, or the hours or quantities of work to be performed, or the conditions or regulations under which work is to be done, and may specify penalties to be enforced by the arbitrators, arbitrator, or umpire for the breach of any such rule."^(c)

(4) Power was given to arbitrators under such agreements to compel the attendance of witnesses and the production of books and papers.

It will be seen that the principle of this law was to put employers and workmen under written contract as to the terms of employment, which contract should bind them to submit disputes to arbitration. This idea was taken directly from a private arbitration system which had been in existence for eight years in the building trades of Wolverhampton, and of which Sir Rupert Kettle, who drafted the law, was the founder. Obviously for the success of this principle employers and workmen must first be brought to make such contracts, and then, having made them, be held to their fulfillment. But the law of 1872 provided nothing either to induce parties to enter into the proposed contracts or to enforce them when made. It was simply declared that employers and workmen "might" make the contracts if they were so disposed, and as for their enforcement, the act expressly permitted parties to withdraw from them at any time upon a week's notice by severing the relation of employer and employed, and specified no penalty whatever for nonfulfillment of the

^a Sec. I (3) of the law. ^b Sec. I (1) of the law. ^c Sec. I (4) of the law.

contract in any other way. The contract itself might lay penalties, but the law made no attempt to give sanction to them. In fact, aside from the power to summon witnesses and secure books and documents, it is difficult to see wherein the act opened the way for anything which employers and employees might not have done without it.

Like its predecessor of 1867, the Arbitration Act of 1872 stood on the statute books until 1896, but was never put to practical use. As to why it failed the Royal Commission on Labor could offer no evidence except an opinion by the chairman of the London conciliation board that its failure to recognize concrete existing bodies or to provide any agency to put it in operation might have had something to do with it.^a About all that can be said with certainty is that employers and employees never chose to make use of it, a not surprising result, however, in face of the above-noted negative character of the law.

THE CONCILIATION ACT, 1896.

HISTORY OF PASSAGE OF ACT.

After the fruitless measure of 1872 no further move to provide by law for the settlement of industrial disputes was made until 1893. In that year no less than four bills for arbitration or conciliation were introduced in Parliament, and the movement thus started was strong enough to persist through three years of delay and finally to pass a law.

Two of the above-mentioned proposals were practically identical, so that but three different schemes were presented. One of these was brought forward for the Government by the president of the board of trade. It contained three essential features:

(1) When a dispute should occur or be apprehended, on application by either party the board of trade might appoint one or more persons to act as conciliators, who should investigate and endeavor to bring about a settlement of the case.

(2) Where it should appear to the board of trade that in any locality where disputes are of frequent occurrence adequate means for settling such do not exist, it might appoint one or more persons to inquire into the circumstances and confer with employers and workmen with a view to establishing a board of conciliation or arbitration, composed of employers and laborers.

(3) The board of trade should keep a registry for all boards whose purpose is the settling of industrial disputes.

Another of the bills was presented on behalf of the London conciliation board, and was supported by the London Chamber of

^a Report of the commission, vol. 39, pp. 338, 341.

Commerce and the principal London trades unions. It provided: (1) For registration of conciliation and arbitration boards by the board of trade, as in the Government bill, and (2) certain powers were to be granted to registered boards. They might summon and examine witnesses under oath. Where parties agreed in writing to submit any dispute arising out of an agreement enforceable at law a board's decision should be final and enforceable as a decision of the high court of justice, except that an award might not fix future wages. But if the parties should agree in writing to submit that question and deposit money forfeits for failure to abide by the award a compulsory decision as to future wages might be rendered. Boards were to try conciliation first and then arbitration. If no decision should be reached within a given time, an umpire was to be appointed by them or the board of trade.

The third measure offered in 1893 was by private parties. It proposed the establishment by county councils of boards of conciliation and arbitration in every district, composed of equal numbers of employers and laborers and another member belonging to neither of those classes, appointed by the county councils. Such boards were to have power to summon and examine witnesses under oath. They were to attempt conciliation first, but that failing they were to hold a hearing for arbitration. They were to report as to the parties responsible for the dispute and the proper settlement, but their decision was not to be compulsory.

None of the bills of 1893 reached a final hearing. All three were reintroduced in 1894, again in 1895, and the Government and London conciliation board bill for the fourth time in 1896, and in that year the Government bill was finally passed and became the law of August 7, known as the Conciliation Act, 1896. But before the Government measure became law it underwent a number of alterations which are worth noting. The bill of 1894 was identical with that of 1893 except for the addition of a provision that the board of trade might investigate disputes and try to bring about an amicable settlement without any application from the parties. But in both 1893 and 1894 considerable criticism was brought against the bill on the ground of its inadequacy and that it gave the board of trade no powers which it did not already possess. This was admitted by its advocates, though they urged that the bill gave the board of trade a *locus standi* in such cases not before recognized. The criticism evidently had its effect, however, for in 1895 the bill was modified, or rather certain features were added to it, whereby (1) county or borough councils were to have power to create local boards of conciliation to be constituted as they saw fit; (2) the board of trade might grant a guarded power to local boards to summon and examine witnesses under oath and compel the production of papers and accounts; (3) where there was a written

agreement to submit present or future differences to arbitration, boards might render compulsory decisions, and if such a case concerned future rates of wages, parties should deposit forfeits for breach of the award. Manifestly this bill of 1895 was simply the Government measure of 1894, with the addition of the most distinctive features of the other two bills before Parliament and already referred to. It was certainly not open to the criticism of previous years, for extensive powers were conferred in it. But when it was again introduced in 1896 several of these powers had been lopped off, viz, (1) the power of county councils to establish courts; (2) authority to render compulsory decision in any case not concerning "an agreement enforceable by law;" and (3) authority to fix future wages. And finally the parliamentary committee of trade to whom the bill was referred further amended it so as to drop out everything concerning arbitration except a single provision that when requested so to do by both parties the board of trade might appoint arbitrators. So that as finally passed the law contained essentially the same features as the bill of 1894. It should be added that it cleared away by repeal the dead-letter laws of 1824, 1867, and 1872.

Now the Conciliation Act of 1896 and the action of Parliament in finally refusing to enlarge the powers contained in it are in strict accord with the recommendations of the royal commission on labor whose final report was made in 1894. As setting forth the motives for the act of 1896, therefore, it will be worth while to quote the commission's conclusions upon the subject of Government action for the settlement of collective disputes. The significant portions of the recommendations of the majority (^a) report of the commission were as follows:

In the case of the larger and more serious disputes arising with regard to the terms of future agreements, frequently between large bodies of workmen on one side and employers on the other, we have had to consider, in the first place, suggestions for the compulsory reference of such disputes to State or other boards of arbitration whose awards should be legally enforceable. No such proposal, however, appeared to us to be definite or practical enough to bear serious consideration.

^a This portion of the report was signed by the Duke of Devonshire, who was chairman, David Dale, Sir Michael E. Hicks-Beach, A. J. Mundella, Leonard H. Courtney, Jesse Collings, Sir Frederick Pollock, Sir E. J. Harland, Sir W. Thomas Lewis, Alfred Marshall, G. W. Balfour, Thos. Burt, J. C. Bolton, Alfred Hewlett, Thos. H. Ismay, George Livesey, Samuel Plimsoll, Edward Trow, and William Tunstall. The four labor members of the commission, William Abraham, Michael Austin, James Mawdsley, and Tom Mann, in their minority report had only the following to recommend: "The only legislation relating to this subject that appears to be required is the grant of adequate power to the labor department to obtain the fullest possible information about the facts of every dispute, the actual net wages earned, the cost of living, the price of the product, the

We have, in the next place, discussed a proposal to establish by act of Parliament district boards of conciliation and arbitration, the chief object of which would be to bring about the settlement of questions relating to future agreements. These boards might, it was suggested, be established either by a Government department or, as some think would be a better plan, by town and county councils, subject, perhaps, in that case, to confirmation by some central authority. They would have statutory powers of intervening in trade disputes in the interest of the public, as well as that of the parties, of holding inquiries and using necessary means of procuring information, and, in cases where their intervention should fail to avert a conflict, would publish reports which would serve to guide public opinion as to the merits of the contest. It was represented that such boards need not displace existing or future voluntary boards of conciliation, but would fill up the void space not covered by those voluntary boards, and would be especially useful in the case of small trades or unorganized workmen.

On the other hand, we have had to consider that such boards, by whatever public authority they were established, would have an official character, and might, for that reason, be less popular and less resorted to than the present voluntary institutions; yet at the same time their presence might have the bad effect of arresting the growth of these institutions. Even if they did not injuriously interfere with the further development of boards of conciliation in large and well-organized trades, they would probably displace, or at least check, the extension of the district boards which are not limited to particular industries.

We are of opinion that no central department has the local knowledge which would enable it to attempt with success the creation of such institutions, and that the intervention of local public authorities can not be usefully extended at present beyond the experimental action suggested with regard to industrial tribunals to decide cases arising out of existing agreements.

We hope and believe that the present rapid extension of voluntary boards will continue until they cover a much larger part of the whole field of industry than they do at present. This development seems to us to be at present the chief matter of importance, and it has the advantage over any systematic establishment of local boards, of greater freedom of experiment and adaptation to special and varying circumstances. If, at some future time, the success of these voluntary boards throughout the country shall have become well assured,

cost of manufacture, the salaries and interest paid, the employers' profits,* and any other details that may seem material. We recommend that the labor department should be given power to obtain these facts, voluntarily if possible, but where necessary, by compulsory inspection of accounts, etc., in order that the issues between the contending parties may be impartially and accurately ascertained, and put fairly before the combatants and the public. The great and increasing part taken by the press and public opinion in large industrial disputes, even to the extent of contributing large sums in support of one or other party, not to mention the occasional intervention of the Government, renders the fullest possible investigation by a public department absolutely necessary in the interests of justice." (Final report of the commission, Part I, p. 145.)

and if any success should attend the experiment previously suggested of giving to local authorities the power of initiating the formation of industrial tribunals, it may be found expedient to confer larger powers either upon voluntary boards or upon such industrial tribunals. But, at the present stage of progress, we are of opinion that it would do more harm than good either to invest voluntary boards with legal powers or to establish rivals to them in the shape of other boards founded on a statutory basis and having a more or less public and official character.

Although we are unable to agree in supporting any proposal for establishing, at the present time, any system of State or public boards for intervening in trade disputes, we think that a central department, possessed of an adequate staff, and having means to procure, record, and circulate information, may do much by advice and assistance to promote the more rapid and universal establishment of trade and district boards adapted to circumstances of various kinds.

Mentioning then the two Government bills of 1893 and 1894, the report goes on:

We think that discretionary powers of this kind may with advantage be exercised by the board of trade. There seems to be no legal reason why the board, even without legislation, may not take steps of the kind indicated in the bills of 1893 and 1894, but a statutory provision of this character will probably be of use as giving to the board a better "*locus standi*" for friendly and experienced intervention in the case of disturbed trade relations, and would make it easier for it to employ a staff suitable and adequate for the purposes in question. The board of trade at present possesses advantages for this task, inasmuch as the duty of collecting labor statistics, which is being discharged by its labor department, brings it in many ways in touch with employers and workmen throughout the country, and the officials charged with this duty justly enjoy the confidence of both classes to a large extent.

Some of the trade boards of conciliation provide for recourse to arbitration as the last resort when the representatives of employers and workmen fail to agree as to the settlement of future wage rates or other general issues. The district boards of conciliation also, as a rule, make it one of their objects to induce employers and workmen who are at issue to refer to arbitration questions upon which they are unable to agree. Among trades which do not possess formal joint institutions it is not rarely a rule to offer reference to arbitration before proceeding to a strike or lockout.

It has been pointed out that even where there is a disposition on both sides to refer to arbitration there is often a difficulty in finding suitable arbitrators or umpires. Either the arbitrator is quite unconnected with industrial work, and then the process of informing his mind upon the matter is too long and costly, or he is in some way connected with the work, and then one party or the other is apt to suspect him of bias and partiality.

We think that this difficulty might in many cases be met if power were given to a public department to appoint, upon the receipt of a sufficient application from the parties interested or from local boards of conciliation, a suitable person to act as arbitrator, either alone or

in conjunction with local boards, or with assessors appointed by the employers and workmen concerned, according to the circumstances of each case. We think the arbitrators thus appointed would be fairly free from suspicion of bias, and that, if the same persons were habitually appointed to act, and their services were frequently required, they would acquire a certain special skill and weight in dealing with industrial questions. Their decisions, however, would not possess legally binding effect any more than those of unofficial arbitrators in industrial questions.^(a)

The Conciliation Act of 1896 as finally passed is as follows:

AN ACT to make better provision for the prevention and settlement of trade disputes [7th August, 1896].

Be it enacted by * * * Parliament assembled, and by the authority of the same, as follows:

Any board established either before or after the passing of this act, which is constituted for the purpose of settling disputes between employers and workmen by conciliation or arbitration, or any association or body authorized by an agreement in writing made between employers and workmen to deal with such disputes (in this act referred to as a conciliation board), may apply to the board of trade for registration under this act.

The application must be accompanied by copies of the constitution, by-laws, and regulations of the conciliation board, with such other information as the board of trade may reasonably require.

The board of trade shall keep a register of conciliation boards and enter therein, with respect to each registered board, its name and principal office and such other particulars as the board of trade may think expedient, and any registered conciliation board shall be entitled to have its name removed from the register on sending to the board of trade a written application to that effect.

Every registered conciliation board shall furnish such returns, reports of its proceedings, and other documents as the board of trade may reasonably require.

The board of trade may, on being satisfied that a registered conciliation board has ceased to exist or to act, remove its name from the register.

Subject to any agreement to the contrary, proceedings for conciliation before a registered conciliation board shall be conducted in accordance with the regulations of the board in that behalf.

Where a difference exists or is apprehended between an employer, or any class of employers and workmen, or between different classes of workmen, the board of trade may, if they think fit, exercise all or any of the following powers, namely:

1. Inquire into the causes and circumstances of the difference;
2. Take such steps as to the board may seem expedient for the purpose of enabling the parties to the difference to meet together, by themselves or their representatives, under the presidency of a chairman mutually agreed upon or nominated by the board of trade, or by some other person or body, with a view to the amicable settlement of the difference;

^a Final report of the commission, Part I, pp. 99-101.

3. On the application of employers or workmen interested, and after taking into consideration the existence and adequacy of means available for conciliation in the district or trade and the circumstances of the case, appoint a person or persons to act as conciliator or as a board of conciliators;

4. On the application of both parties to the difference, appoint an arbitrator.

If any person is so appointed to act as conciliator, he shall inquire into the causes and circumstances of the difference by communication with the parties and otherwise shall endeavor to bring about a settlement of the difference, and shall report his proceedings to the board of trade.

If a settlement of the difference is effected either by conciliation or by arbitration, a memorandum of the terms thereof shall be drawn up and signed by the parties or their representatives, and a copy thereof shall be delivered to and kept by the board of trade.

The Arbitration Act, 1889, shall not apply to the settlement by arbitration of any difference or dispute to which this act applies; but any such arbitration proceedings shall be conducted in accordance with such of the provisions of the said act, or such of the regulations of any conciliation board, or under such other rules or regulations as may be mutually agreed upon by the parties to the difference or dispute.

If it appears to the board of trade that in any district or trade adequate means do not exist for having disputes submitted to a conciliation board for the district or trade, they may appoint any person or persons to inquire into the conditions of the district or trade and to confer with the employers and employed, and, if the board of trade think fit, with any local authority or body as to the expediency of establishing a conciliation board for the district or trade.

The board of trade shall from time to time present to Parliament a report of their proceedings under this act.

The expenses incurred by the board of trade in the execution of this act shall be defrayed out of moneys provided by Parliament.

The Masters and Workmen Arbitration Act, 1824, and the Councils of Conciliation Act, 1867, and the Arbitration (Masters and Workmen) Act, 1872, are hereby repealed.

This act may be cited as the Conciliation Act, 1896.

ESSENTIAL FEATURES OF THE ACT.

This act, which is the present law upon the subject in Great Britain, may be briefly summarized thus. It provides three courses of action to be taken by the board of trade, viz:

(1) Any private conciliation or arbitration board may be registered by the board of trade upon proper application therefor. Such registration confers no powers upon the board registered, but the latter must furnish to the board of trade such information and documents as to proceedings as the latter may "reasonably require."

(2) If it appears to the board of trade that there are not adequate means in any district or trade for the submission of disputes to a

conciliation board, it may appoint one or more persons to inquire into the conditions and confer with employers and employed and with local authorities as to the expediency of establishing such a board.

(3) Whenever differences occur or are threatened between employers and employees, or between different classes of workmen, the board of trade may (a) inquire into the causes and circumstances of the difference; (b) take such steps as are deemed expedient for the purpose of bringing the parties together with a view to conciliation; (c) on application of employers or workmen appoint one or more persons as conciliators or as a conciliation board; and (d) on application by both parties appoint an arbitrator.

All expenses incurred by the board of trade under the act are borne by the Government.

REGISTRATION AND ESTABLISHMENT OF PRIVATE BOARDS UNDER THE ACT.

Four reports by the board of trade on proceedings under this act set forth in full what had been accomplished by it up to the middle of 1903.^a Concerning the registration of private boards of conciliation or arbitration, in September, 1896, the board of trade called the attention of all such bodies to the matter by a circular letter in which the board said:

The register may, it is hoped, be of service not only in keeping the public informed as to the progress of arbitration and conciliation as methods of settling labor disputes, but in enabling the board of trade to avoid overlapping the work of voluntary boards when carrying out the duties intrusted to them under the act. In discharging these duties it will be necessary for the board of trade to have regard to the work of existing boards of conciliation and arbitration, and it is therefore desirable that the register of such boards should be as complete as possible.

In response to this invitation, up to June 30, 1897 (eleven months from the time the law went into operation), 15 boards had registered, while 6 stated a decision not to register, 4 of these, however, expressing willingness to supply the board of trade with information. During the following two years 4 more boards registered, making a total of 19 up to July, 1899, and no others had registered up to 1903. Of the 19, 9 were trade boards, 9 were district boards, and 1 was a general board. The Annual Report of the Board of Trade on Strikes and Lockouts for 1903 gives the number of private boards known to have taken action in disputes in that year as 73. It appears, therefore, that only one-quarter of the boards in existence have registered under the act. The failure of a great majority of the

^a First Report by the Board of Trade of Proceedings under the Conciliation (Trade Disputes) Act, 1896, 1897. Second report, 1899. Third report, 1901. Fourth report, 1903.

boards to register, however, has not prevented the board of trade from securing all needful information, the third and fourth reports of proceedings under the act of 1896 stating that not only the registered but "most of the unregistered boards furnish the department with annual returns of the work done by them."

As regards consultation by the board of trade with employers and employed, or with local authorities, with a view to the formation of boards of conciliation and arbitration, only the first report mentions the subject, reporting a single case of very informal and fruitless action. The report explains that it was "considered desirable to await the experience to be gained in the course of the administration of the act with regard to the needs of the various districts and trades, and the adequacy of the existing machinery for the settlement of disputes, before attempting to any large extent to supplement their deficiencies by the promotion of the formation of additional voluntary boards of conciliation. Generally speaking, it may be said that action under this section of the act is most likely to be of service if taken with caution and after a careful study of the conditions of particular districts and trades and the organizations of employers and employed connected therewith."^a) This feature of the act has, therefore, been practically a dead letter.

SETTLEMENT OF DISPUTES UNDER THE ACT.

Considering, now, action by the board with a view to the settlement of disputes, the number of cases in which such action has been either taken or applied for is as follows:

CASES UNDER THE CONCILIATION ACT OF 1896, ACTED UPON BY THE BRITISH BOARD OF TRADE, AUGUST, 1896, TO JUNE, 1903.

Period covered by reports.	Cases.	Cases by years.
August, 1896, to June, 1897 (11 months)	35	35
July, 1897, to June, 1899 (2 years)	32	19
July, 1899, to June, 1901 (2 years)	46	13
July, 1901, to June, 1903 (2 years)	41	14
		32
		21
		20
Total	154	154

There was a considerable increase in the number of cases under the law in the two years 1899-1901 over the number for 1897-1899, but the number for the last two years declined slightly as compared with 1899-1901. It is noticeable that there were more cases during the first eleven months than in any one year thereafter.

Not all of the above were disputes involving stoppage of work, but if the total number be compared with the number of strikes and lock-

^a First Report by the Board of Trade of Proceedings under the Conciliation (Trade Disputes) Act, 1896, pp. 46, 47.

outs recorded by the board of trade for the seven calendar years 1896 to 1902 it appears that the cases under the act have equaled 3 per cent of the strikes and lockouts. Carrying out this rough comparison for years shows the following:

CASES UNDER THE CONCILIATION ACT OF 1896, ACTED UPON BY THE BRITISH BOARD OF TRADE, 1896-97 TO 1902-3, COMPARED WITH TOTAL STRIKES AND LOCKOUTS IN GREAT BRITAIN, 1896 TO 1902.

Cases under the law.		Strikes and lockouts. (a)	
Year.	Number.	Year.	Number.
1896-97.....	35	1896.....	926
1897-98.....	19	1897.....	864
1898-99.....	13	1898.....	711
1899-1900.....	14	1899.....	719
1900-1901.....	32	1900.....	648
1901-2.....	21	1901.....	642
1902-3.....	20	1902.....	442
Total.....	154	Total.....	4,952

a From Reports of the British Board of Trade on Strikes and Lockouts, 1900, p. xii; 1903, p. 11.

Under the law the board of trade may take action in disputes either upon its own motion or upon application from one or both of the parties. As a matter of fact the board has taken the initiative in very few cases, as shown in the table below. In this connection it must be remembered that it was never intended that the act should be aggressively applied by the board of trade where private boards of conciliation or arbitration are available. And the third report states that "great care is taken by the board of trade to avoid any risk of interfering with or hindering the activity" of such boards. (a)

INITIATIVE IN CASES UNDER THE CONCILIATION ACT OF 1896, ACTED UPON BY THE BRITISH BOARD OF TRADE, FOR EACH PERIOD, 1896-97 TO 1901-1903.

Period.	Action upon application of—				Independent action by board of trade.	Total cases.
	Employers.	Workmen.	Both parties.	Total.		
1896-97.....	9	16	6	31	4	35
1897-1899.....	4	14	12	30	2	32
1899-1901.....	3	16	24	43	3	46
1901-1903.....	4	8	29	41	.....	41
Total.....	20	54	71	145	9	154

This table brings out the fact that workmen have been more inclined to resort to the act than employers, and the still more striking fact of the large increase in joint applications by the parties in the second and third reports and the great preponderance of such cases in the last report. This frequency of joint applications in later years was the natural result of the increased resort to the law for

a Third Report by the Board of Trade of Proceedings under the Conciliation (Trade Disputes) Act, 1896, p. 12.

arbitration purposes noted below, since by the terms of the statute all applications for the appointment of arbitrators must be joint.

The cases acted upon under the law and their methods of settlement are set forth in the following table:

CASES UNDER THE CONCILIATION ACT OF 1896, ACTED UPON BY THE BRITISH BOARD OF TRADE, BY METHODS OF SETTLEMENT, 1896-97 TO 1901-1903.

Period.	Applica- tion de- clined by board of trade.	Settled by par- ties dur- ing nego- tiations.	Settled by—				Failed of settle- ment.	Total cases.
			Concilia- tors ap- pointed by board.	Concilia- tion through repre- sentatives of board.	Arbitra- tors ap- pointed by board.	Total.		
1896-97	7	4	2	12	5	19	5	35
1897-1899	5	3	^a 4	8	10	22	2	32
1899-1901	7	3	3	3	23	29	7	46
1901-1903	4	4	2	-----	27	29	3	^b 41
Total	23	14	11	23	65	99	17	^b 154

^a In one case the conciliator subsequently acted as arbitrator on request of both parties.

^b Including one case pending at time of report.

During the seven years the board declined to act on 23 applications "on the general ground that no useful purpose would be served by any action on the part of the department," to quote the first report.^(a) Such, for example, were cases in which employees had found work elsewhere, or new hands had been employed, or upon inquiry one or both parties manifested no inclination to make concessions. Fourteen others out of the total cases of action taken or invited are reported as settled by the parties after negotiations had been begun by the board. Nine of these settlements were already arranged or were under way before action by the board had gone further than simple communication with the parties or investigation of the facts. In two others the board had arranged for negotiations—in one case for a conference in the presence of a representative of the board and in the other for a hearing by an arbitrator appointed by the board—but before the time set therefor the parties came to terms. In another case a conference had been held in the presence of a representative of the board, after which the parties reached a mutual agreement by themselves. In another the employees were advised by the board to withhold a strike notice and confer with employers, which advice was taken and resulted in a settlement. Of the above thirteen cases it would appear that in the last two the board's action materially contributed to the termination of the dispute. The remaining case classified as settled by parties during negotiations was the great dispute in the engineering trade in 1897, and the action taken by the board of trade therein was

^a First Report by the Board of Trade of Proceedings under the Conciliation (Trade Disputes) Act, 1896, p. 6.

as follows:(*) Beginning early in the year the differences reached the stage of strike and lockout in July. Through negotiation during October and November the board of trade arranged for conferences between the parties. These conferences were held during the last week in November and the first week in December, and from December 14 to 18, the parties having agreed to suspend all aggression in the form of lockouts or strikes pending the result. The board's efforts ended with the arrangement of these conferences, at which representatives of the parties alone were present. The negotiations failed to settle the controversy, however, as the terms arrived at by the representatives were decisively rejected by the unions, the result being an ending of the truce and resumption of hostilities. The matter stood thus until January 13, 1898, when negotiations between the parties were reopened by the unions, which led to a final agreement on January 28, with resumption of work the following week. This final settlement was reached by the parties alone and a little over a month after the failure of the conference arranged by the board of trade, but the essential part of the final agreement was the same as the proposed agreement of the earlier conference.

Subtracting the 37 cases in which applications were rejected or the parties came to terms independently during the negotiations, leaves 117 disputes in which procedure under the law was carried out. Of these, 99 were settled and 17 failed of settlement, while 1 was pending at the time of the last report. The number of disputes definitely settled under the law, therefore, was equal to 64 per cent of the total cases in which action was taken or invited, or 85 per cent of the cases of full procedure.

As between the different methods of settlement, more disputes were settled by arbitration than by conciliation. This was not the case during the first three years, for then the majority of settlements were by conciliation. But, as indicated in the table above, from the first there has been a constant decrease in number of conciliation cases and increase in arbitrations, so that during the last two years, outside of applications declined and disputes settled by the parties during negotiations, nearly all the cases under the act were arbitrations. This development of the law more and more in the direction of arbitration exclusively is the most striking feature of its application in practice. One result of the past success in this field, which at the same time indicates that extensive activity in it is likely to continue, has been the adoption by many private boards of conciliation of rules providing for an appeal to the board of trade to appoint an arbitrator or umpire under the conciliation act whenever the private board is unable to reach an agreement. In June, 1901, 35 such rules

* As described in Report of the Board of Trade on Strikes and Lockouts, 1897, p. 1v.

were known by the board of trade to have been adopted. During the next two years 1 of these was rescinded, but 7 others were added to the list, so that in June, 1903, there were 41 conciliation boards, or agreements for the appointment of such in case of disputes, which had made permanent provision for appeal to the board of trade under the Conciliation Act. (^a) During the two years, July, 1901, to June, 1903, 5 appeals from conciliation boards for arbitrators under such rules were received and complied with by the board of trade.

Of the 34 successful conciliation cases the great majority were conducted directly by representatives of the board of trade, outside conciliators being appointed but 11 times. In 2 of the 34 cases applications for action came from both sides, in 4 the board took the initiative without any application, while in the others application came from one side only.

Of the 17 cases which failed of settlement 16 were failures of conciliation. In 1 of these application for action came from both sides, in 3 the board acted on its own initiative, while in 12 one party only had applied to the board. In 4 of the 16 (one of these being the great coal-trade dispute of 1898) outside conciliators were appointed, while the efforts for settlement in the others were made by the board's representatives. In the one case in which arbitration failed the dispute was over the size of boxes for fish packing to be used by pontoon laborers and over the introduction of certain appliances for discharging fish cargoes which the employers wished to use. It was finally agreed by the employers' association and the laborers' union to refer the matter to arbitration, and joint application was made to the board of trade for an arbitrator; but when the arbitrator named by the board rendered an award which was in favor of the employers the men refused to accept it by declining to handle the boxes provided in accordance with its terms. This case occurred in June and July of 1902, and up to the middle of 1903 the workmen still refused to fulfill the award in spite of the efforts of their union officials to induce them to abide by it. This, however, was the only instance known to the board of trade in June, 1903, in which an award under the Conciliation Act had not been carried out.

Of the 99 disputes settled, in 49 a stoppage of work occurred, while in 50 there was no strike or lockout. Of the latter, all but 7 were arbitration cases in which the parties jointly petitioned the board of trade to name an umpire after they had of their own motion agreed to submit to arbitration.

^a Thirty-seven of the 41 provided specifically that the board of trade should appoint an arbitrator or umpire whose decision should be final. The other 4 simply stated that the matters in dispute should be referred to the board of trade for settlement under the act.

FRANCE.

MEASURES PROPOSED PRIOR TO 1892.

While Government provision for the settlement of individual disputes between employer and employee has existed in France for nearly a century in the councils of prudhommes, (^a) it was not until 1892 that any such provision for collective disputes was made. Legislation upon the subject was proposed, however, as early as 1864. When the bill for the reform law of May 25, 1864, granting freedom of coalition to employers and work people, was under discussion, the question of providing therein for compulsory reference of collective disputes to conciliation committees appointed by the parties, with recourse to the councils of prudhommes where such committees failed, was considered. But the Government's fear of establishing tribunals which would attempt to fix wages prevented the incorporation in the law of this project, which would have amounted to compulsory arbitration.

After 1864 the next proposal of legislation appeared in the parliamentary session of 1886-87, when three bills for industrial arbitration and conciliation were introduced. One of these provided for compulsory arbitration before four impartial arbitrators, two to be chosen by each party and each side to be represented at the hearings by two delegates. In case of disagreement the four arbitrators were to choose a fifth, to act as umpire. A second bill was introduced by the minister of commerce and industry on behalf of the Government. This contemplated purely voluntary arbitration before temporary boards chosen by the parties in each dispute, the utilization of mayors of cities as means of communication between the parties in forming such boards, and the recording and publication by the mayors of all decisions rendered. The third measure resembled in part the Government bill, eliminating, however, the publication of refusals to arbitrate and substituting local tribunals of commerce, civil tribunals, or justices of the peace for the mayor as intermediary; but it provided also for a detailed system of permanent councils to be established by employers and employees, each council to contain a conciliation committee and council of arbitration.

The parliamentary committee to whom these three proposals were submitted made a report on June 27, 1889—too late for discussion at that session. The committee was opposed to any form of compulsory arbitration, but favored permanent councils for voluntary arbitration for all trade unions recognized by law; was in favor of mayors of cities in preference to other officials as intermediaries for special arbitrations in case of strikes, and was in favor of giving agreements made before councils the force of law, provided individual employees might

^a Established in 1806.

within forty-eight hours of the making of such agreements free themselves therefrom by notice to their employers to that effect.

The first and third of the above-mentioned bills of 1886-87 were reintroduced in 1890, that for compulsory arbitration having been so modified, however, as to eliminate legally enforceable awards, though still proposing to make reference to arbitration compulsory. In 1891 two more bills were introduced. One of these was almost an exact copy of the Belgian law for councils of industry and labor; the other was a bill introduced after an exhaustive investigation of the whole subject. To prepare this measure the Government had first asked advice of chambers of commerce, chambers of arts and manufactures, and the councils of prudhommes. The superior council of labor to whom the information so obtained was submitted found the majority of opinions to be against any legislation upon the subject. It was maintained that existing laws, in particular the trade union act of March 21, 1884, left employers and employees entirely free to establish tribunals if they chose, and that permanent councils would but duplicate the councils of prudhommes. It was held to be impossible to make arbitration awards compulsory, and the fear was expressed that any legislation would create dangerous agitation and tend rather to foment than prevent strikes.

Nothing daunted by these adverse opinions, the superior council of labor turned the whole subject over to a special committee, which reported in favor of legislation on the ground that while arbitration was to be looked for chiefly through the agency of trade unions, there were, nevertheless, many lines of industry in which organizations did not, or even could not, exist, and for such a special law was needed. The committee opposed extension of the jurisdiction of the councils of prudhommes to the field of collective disputes as a confusion of two separate and distinct classes, legally enforceable decisions being entirely practicable in case of individual disputes, but impossible for collective differences. Justices of the peace were favored as the most impartial officials for intermediaries between employers and employees, and the committee believed arbitration awards should be made public by the Government.

THE CONCILIATION AND ARBITRATION LAW OF 1892.

Out of the investigations of the superior council and further researches made by the French bureau of labor ^(a) came a Govern-

^a The materials collected by the bureau of labor were published in 1893 in a report of over 600 pages, entitled "De la Conciliation et de l'Arbitrage dans les Conflits Collectifs entre Patrons et Ouvriers en France et à l'Étranger." At that time it was the most comprehensive review of the subject in existence, both for France and foreign countries. The facts for the above account of the inception and passage of the French law are taken therefrom.

ment bill, introduced in November, 1891, which contemplated both temporary and permanent councils. The parliamentary committee to whom the four bills then before the House of Deputies were referred reported in 1892 in favor of the Government measure so far as concerned temporary councils, but rejected that portion providing for permanent tribunals, whereby the system contained in the bill, notwithstanding the investigation and discussion of the interim, became essentially the same as that in the Government measure introduced six years earlier, in 1886. Before its passage, however, two important additions were made, i. e., one giving justices of the peace power to initiate proceedings independently of any requests from the parties, and another providing for the appointment of an umpire by the president of the local civil tribunal where the two arbitrators appointed by the parties could not agree upon one. So amended the bill became the law of December 27, 1892, ^(a) which is still the French law upon the subject in spite of numerous amendments or substitutes which have from time to time been proposed but never enacted. A decree of September 7, 1893, made the law applicable to Algiers.

ESSENTIAL FEATURES OF THE LAW.

The act applies to all collective disputes concerning the conditions of labor. Initiative for action may come from the parties, or, in case of strikes and lockouts, from justices of the peace. A difference having arisen, either party, or both parties jointly, may apply to the local justice of the peace for reference to conciliation. If the application comes from one party the justice must within twenty-four hours give notice thereof to the opposite party, who must reply within three days, unless notice of need of longer time be given, silence to be interpreted as refusal. Each party, either in its application or in notice of acceptance, must name not more than five persons as its representatives or delegates. In case of strikes, if neither party makes application it is the duty of the justice to request the parties to notify him within three days of their willingness or refusal to submit the difference to conciliation or arbitration, and if the parties accept either course the same procedure is to be followed as in case of uninvited application by the parties.

Both sides having agreed to proceedings under the act, the next step directed is an earnest effort by the justice to organize a conciliation committee, with himself as chairman. If an agreement is reached in this committee, it is to be embodied in a report drawn up by the justice and signed by the parties or their representatives. If

^a For an English translation of the French law see Bulletin of the United States Department of Labor, No. 25, p. 854, or Report of the United States Industrial Commission, Vol. XVII, p. 510.

the conciliation committee fails in its efforts, the justice is to invite the parties to submit the case to arbitration, each side to name one or more arbitrators, or one common arbitrator being agreed upon. If the arbitrators can not reach a decision, they may name an umpire to decide the case, and if they can not agree upon an umpire they are to so report to the justice, who shall in turn notify the president of the local civil tribunal, and this official is to name the third arbitrator. Decisions by arbitrators must be delivered in writing to the justice of the peace. All expenses of proceedings are to be borne by the communes or departments.

The entire procedure from beginning to end, including the keeping of agreements or acceptance of awards, is absolutely voluntary for the parties. The only feature of the act designed to bring any pressure to bear upon them is the requirement that the reports of conciliation committees, decisions of arbitrators, and requests for and refusals of proceedings under the act are to be communicated by the justices to the mayors of the communes in which the disputes occur, and by the latter officials made public.

The one original feature in the French law, which is not to be found anywhere else, is the utilization of justices of the peace either as intermediaries where the parties to disputes take the initiative or, in case of need, as the means of independent initiative on behalf of the Government. In 1896 there were 2,870^(a) justices of the peace in France who, under this provision, stood as official mediators in industrial disputes.

SETTLEMENT OF DISPUTES UNDER THE LAW.*

The law went into effect upon its approval. In the following month—January, 1893—the minister of commerce and industry addressed a letter to all police prefects explaining the purpose and spirit of the act and urging those officials, even though not directly concerned in the execution of the law, to use all their influence in its favor. In February the minister of justice, in a circular sent to all justices of the peace, explained in detail their duties under the act, pointing out that its success depended in large measure upon them. Finally, in February also, copies of both the above were sent to all organizations of employers and all trade unions, accompanied by a note from the minister of commerce and industry, bespeaking their support for the law.

Beginning with 1893, the French bureau of labor has each year incorporated in its annual report on strikes and lockouts statistics concerning the operation of the arbitration law of 1892.^(b) During

^a *Annuaire Statistique de la France*, 1899, p. 574.

^b *Statistique des Grèves et des Recours à la Conciliation et à l'Arbitrage*.

the eleven years from 1893 to 1903 recourse was had to the law 1,413 times, or an average of 128 per year. Twenty-three of the total number were disputes in which no stoppage of work occurred, while 1,390 were strikes or lockouts, which is equal to 23.7 per cent of the 5,874 such disputes reported by the bureau of labor during the eleven years. The record, by years, is as follows:

DISPUTES IN WHICH SETTLEMENT WAS ATTEMPTED UNDER THE LAW, COMPARED WITH TOTAL STRIKES AND LOCKOUTS IN FRANCE, 1893 TO 1903.

Year.	Disputes in which settlement was attempted—			Total strikes and lockouts.	Attempts to settle per 100 strikes and lockouts.
	Before strike or lockout.	After strike or lockout.	Total.		
1893.....	7	102	109	634	17.2
1894.....	8	93	101	391	25.8
1895.....	5	80	85	405	21.0
1896.....	6	96	104	476	21.8
1897.....	3	85	88	356	24.7
1898.....	2	92	94	398	25.5
1899.....	2	195	197	740	26.6
1900.....	9	225	234	902	25.9
1901.....	6	136	142	523	27.2
1902.....	4	103	107	512	20.9
1903.....	9	143	152	567	23.8
Total.....	61	1,352	1,413	5,874	24.1

The largest number of cases of resort to the act appears in 1900, when the total was more than twice that of any previous year except 1899, while the smallest number was in 1895. The most noticeable variations from year to year appear in the great increases of 1899 and 1900, followed by equally striking decreases in 1901 and 1902, and then an increase in 1903 to a number higher than in any other outside of the exceptional years 1899 and 1900. These variations follow in general the variations in number of strikes and lockouts so that, as indicated in the last column of the table, proportionately to the total number of industrial disputes occurring the amount of recourse to the law varies much less noticeably. While no constant tendency either upward or downward is discernible throughout the period, there is a noticeable contrast between the last five years and the preceding six. Thus from 1893 to 1898 the actual attempts to apply the law averaged 97 per year, or 22.1 per hundred strikes and lockouts for each year, whereas from 1899 to 1903 the number per year averaged 166, or 25.6 per hundred strikes and lockouts.

The table above brings out the fact that nearly all action under the French law has been taken after disputes had developed into strikes or lockouts. The cases in which proceedings were instituted before that stage had been reached average less than half a dozen per year, and in a majority of these (38 in all), as noted below, stoppage of work occurred later.

The following table shows by whom the initiative for procedure under the law was taken:

INITIATIVE IN ATTEMPTS TO SETTLE DISPUTES IN FRANCE, 1893 TO 1903.

Year.	Disputes, attempts to settle which were initiated by—				Total.
	Employers.	Work people.	Both parties.	Justices of the peace.	
1893.....	5	56	2	46	109
1894.....	4	51	2	44	101
1895.....	2	46	3	34	85
1896.....	4	57	4	39	104
1897.....	4	46	1	37	88
1898.....	3	57	2	32	94
1899.....	1	112	4	80	197
1900.....	6	141	8	79	234
1901.....	5	67	3	67	142
1902.....	5	60	2	40	107
1903.....	3	89	2	58	152
Total.....	42	782	33	556	1,413

Employers have shown but little inclination to resort to the act, while working people have of their own motion appealed to it in over one-half of the attempts to apply it. The cases in which the parties turned to the law by joint agreement have been even fewer than the cases of initiative by employers alone. Justices of the peace have manifested considerable activity in applying the law, having instigated proceedings independently in over one-third of the total number. The relative amounts of each kind of initiative remain very much the same throughout the eleven years.

Many of the attempts to apply the law get no further than mere proposal to resort to it, one or other of the parties refusing to join in the proceedings, thus:

DISPUTES IN WHICH SETTLEMENT WAS REJECTED, AND PER CENT OF REJECTIONS OF TOTAL ATTEMPTS TO SETTLE, FRANCE, 1893 TO 1903.

Year.	Disputes in which settlement was rejected by—				Total attempts to settle disputes.	Percent of rejections of total attempts.
	Employers.	Work people.	Both parties.	Total.		
1893.....	34	6	2	42	109	38.5
1894.....	24	4	1	29	101	28.7
1895.....	29	—	2	31	85	36.5
1896.....	41	3	—	44	104	42.3
1897.....	20	2	3	25	88	28.4
1898.....	32	1	5	38	94	40.4
1899.....	65	1	13	79	197	40.1
1900.....	88	3	—	96	234	41.0
1901.....	51	4	6	61	142	43.0
1902.....	35	2	5	42	107	39.3
1903.....	46	1	8	55	152	36.2
Total.....	465	27	50	542	1,413	38.4

Over 38 per cent of all the attempts in the eleven years failed thus at the very outset, and these failures, except in a very few cases, were due to refusal on the part of employers. The proportion of such

failures remains fairly constant throughout the period. As a rule these rejections meant the continuance or the inauguration of strikes. But in a few cases each year, amounting to 69 for the eleven years, the refusal of employers was followed by the abandonment of the struggle by the employees.

Besides the above cases in which proceedings for conciliation were never reached there were some others each year, amounting to 87 for the entire period, in which disputes were brought to an end after procedure under the law had been inaugurated but before the conciliation committees had been organized. Some of these arrangements were the result of direct efforts of justices of the peace as informal mediators, the remainder being effected by the parties themselves.

By subtracting the cases of rejected proceedings and agreements reached during preliminary negotiations from the total attempts to apply the law the cases in which full procedure was carried out are found. The results in those cases are set forth in the following table:

CASES OF FULL PROCEDURE SETTLED BY CONCILIATION AND BY ARBITRATION AND CASES WHICH FAILED OF SETTLEMENT, FRANCE, 1893 TO 1903.

Year.	Total cases of full procedure.	Cases settled by—			Cases which failed of settlement.	Per cent settled.
		Conciliation.	Arbitration.	Total.		
1893.....	54	28	5	33	21	61.1
1894.....	64	37	2	39	25	60.9
1895.....	50	27	3	30	20	60.0
1896.....	53	21	1	22	31	41.5
1897.....	54	25	5	30	24	55.6
1898.....	52	20	2	22	30	42.3
1899.....	109	40	6	46	63	42.2
1900.....	124	64	18	82	42	66.1
1901.....	72	41	8	49	23	68.1
1902.....	59	34	2	36	23	61.0
1903.....	93	51	2	53	40	57.0
Total.....	784	388	54	442	342	56.4

* Thirty-three of these were not definitely arranged in the conciliation committees, but were arranged in continued negotiations between the parties afterwards. They may fairly be credited to the law, however.

In over 56 per cent of the cases in which full trial of the procedure provided in the law was made a settlement was effected. As between different years it will be seen that the proportion of success from 1896 to 1899 was considerably lower than from 1893 to 1895, but in 1900 and 1901 the percentage suddenly leaps up much beyond that of any earlier year only to decline sharply in 1902 and 1903, so that the period as a whole does not show an increasing proportion of settlements. The table brings out clearly the fact that nearly all the success of proceedings under the law has been attained by conciliation. Further facts as to the arbitration cases are set forth in the following table:

CASES IN WHICH ARBITRATION WAS PROPOSED UNDER THE LAW IN FRANCE,
BY RESULTS, 1893 TO 1903.

Year.	Number of cases in which arbitration was—						Success-ful.
	Pro-posed.	Refused by—				Accept-ed but failed.	
		Employ-ers.	Work people.	Both.	Total.		
1893	23	9	3	3	15	3	5
1894	18	13		3	16		2
1895	22	7	2	8	17	2	3
1896	22	12	2	5	19	2	1
1897	23	13	2	3	18		5
1898	21	9	1	8	18	1	2
1899	40	13	1	20	34	6	6
1900	51	16	5	9	30	3	18
1901	19	5	2	4	11		8
1902	15	4	3	4	11	2	2
1903	20	4	6	6	16	2	2
Total	274	105	27	73	205	15	54

* One of these successful arbitrations was not exactly by the method prescribed in the law. The parties submitted the case to the justice of the peace in the first instance, without the formation of a conciliation committee.

In the great majority of cases where conciliation committees failed to settle disputes efforts for arbitration were made, as directed by the law, but out of 274 cases of this kind the effort was fruitless in all but 54. Nearly all of these failures were due to refusal of arbitration by the parties at the very outset, and though such refusals have come much oftener from employers than from work people, they have been by no means confined to the former class. The fact is, as pointed out in each of the first four annual reports on its operation, the French law encountered a pretty general and strong opposition to arbitration as distinguished from conciliation. This opposition served not only to prevent arbitration proceedings after conciliation had failed, but, owing to a misunderstanding of the law, proved a serious obstacle to conciliation. All four of the above-mentioned reports complain of a prevalent misconception which interpreted the statute as compelling resort to arbitration in case conciliation failed, which naturally operated to keep those opposed to arbitration from conciliation proceedings as well. Evidence of this appeared, say the reports, in the fact that the reason oftenest given for refusal to join in conciliation negotiations was that the dispute in question was not susceptible of arbitration, and the report for 1895 asserts that had the law been perfectly understood there would not have been more than one-third as many refusals of conciliation as there were during the first three years. So far as can be seen in the annual number of refusals of conciliation and refusals of arbitration above given there is no sign of any lessening of such opposition, with the possible exception of a noticeably smaller number of rejections of arbitration by employers in the last three years.

Where the parties submitted to it, arbitration proved successful in over three-fourths of the cases. Of the 15 cases in which it failed, in 8 the difficulty was in connection with the appointment of arbitrators—once the parties were unable to agree upon arbitrators, four times one or both of those chosen declined to serve, twice the arbitrators could not agree upon an umpire, and once two successive umpires appointed by the president of the local civil tribunal refused to act. Of the other 7 failures, in 3 the arbitrators were unable to agree upon an award, in 1 the employer announced his acceptance of the award, but refused to reemploy the strikers, while in the other 3 the work people rejected the award, though in one of these they afterwards accepted it.

As already indicated, nearly all that has been accomplished by the French law has been in connection with disputes which involved stoppage of work. During the eleven years to 1903, out of the 1,413 attempts to apply the law, but 61 were made before work had been interrupted by strike or lockout, and strikes or lockouts afterwards occurred in more than half of these, so that the law served to prevent stoppage of work in but 23 cases, with, moreover, no sign of any increase of success in this direction, as indicated by the following figures:

DISPUTES IN WHICH SETTLEMENT UNDER THE LAW WAS ATTEMPTED BEFORE STRIKE OR LOCKOUT AND NUMBER OF STRIKES AND LOCKOUTS PREVENTED, FRANCE, 1893 TO 1903.

Year.	Total attempts to settle disputes.	Attempts before strike or lockout.	Attempts followed by strike or lockout.	Strikes and lockouts prevented.
1893.....	109	7	3	4
1894.....	101	8	2	6
1895.....	85	5	4	1
1896.....	104	6	4	2
1897.....	88	3	2	1
1898.....	94	2	2	.....
1899.....	197	2	2	.....
1900.....	234	9	6	3
1901.....	142	6	4	2
1902.....	107	4	2	2
1903.....	152	9	7	2
Total.....	1,413	61	38	23

If, following the practice of the official reports, all cases be classed either as settlements or failures, the following summary of results under the French law may be made:

TOTAL DISPUTES SETTLED AND WHICH FAILED OF SETTLEMENT UNDER THE LAW, FRANCE, 1893 TO 1903.

Year.	Total attempts to settle disputes.	Total disputes settled.	Total disputes which failed of settlement.	Per cent of settlements of attempts to settle.	Per cent of settlements of all strikes and lock-outs.
1893.....	109	51	58	46.8	8.0
1894.....	101	53	48	52.5	13.6
1895.....	85	36	49	42.4	8.8
1896.....	104	37	67	35.6	7.8
1897.....	88	41	47	46.6	11.5
1898.....	94	30	64	31.9	8.1
1899.....	197	59	138	29.9	8.0
1900.....	234	106	128	45.3	11.8
1901.....	142	65	77	45.8	12.4
1902.....	107	47	60	43.9	9.1
1903.....	152	70	82	46.1	12.3
Total.....	1,413	595	818	42.1	10.1

Under settlements are here included those disputes terminated before the organization of committees was completed, and those abandoned as soon as proposed procedure under the law was rejected, as well as those settled in full procedure. Failures include cases in which the dispute was continued, either because the proposition for conciliation or arbitration had been refused at the outset or the regular negotiations had been unsuccessful. Crediting thus everything possible to the law it is found to have settled 42.1 per cent of the disputes in which any trial was made of it, and to have terminated 10.1 per cent of all the strikes occurring during the eleven years. The proportion of success to failure and the proportion of all disputes settled both fluctuate from year to year, but during the eleven years to 1903 show no general tendency either upward or downward.

BELGIUM.

A single law of 1887 comprises Belgian legislation upon the subject of conciliation and arbitration in collective disputes. The royal commission on labor appointed in 1886 assigned the subject of conciliation and arbitration to one of its sections for special investigation. The result was the recommendation by the commission of a law which contemplated permanent councils of conciliation to be established by the Central Government for single firms or establishments or for groups of establishments. Initiative for the formation of councils was to be left, so far as possible, to the employers and employees, who were to make request therefor to the local communal council, by whom, after deliberation, the request was to be transmitted to the Central Government. But the way was to be left open for the communal council, or in case of existing dispute or strike the

Central Government itself to take the initiative. The important conditions specified for the constitution and procedure of the councils were that they should be composed of equal numbers of employers and workmen, each of those classes electing their delegates; that the president, chosen ordinarily by the members, but whose office in case of need might be exercised by a justice of the peace, was to be only a presiding officer with no vote; that the council might, however, on request of all the parties interested, appoint an umpire or arbitrator; that the councils might meet at any time they chose, but could be convened at the call of the mayor of the commune, and must meet on demand of one-half of the members; and that reports of the proceedings of the councils were to be filed with the justice of the peace.

LAW OF AUGUST 16, 1887.

This plan recommended by the commission was patterned after the "joint committees" for conciliation and arbitration established under private initiative in England, and was confined simply to the question of settlement of disputes. The Belgian Parliament, however, manifested a decided preference for a very different scheme, which was embodied in a law of August 16, 1887, in which the settlement of disputes was but one part, and that a secondary one, in a larger system. This system was essentially a combination of suggestions made to the commission on labor by M. Hector Denis, professor of political economy in the University of Brussels, with the features of a private arbitration tribunal established for the boot and shoe industry, which had also been submitted to the commission. (^a)

PROVISIONS OF THE LAW.

The law of 1887 provides for councils of industry and labor, whose rôle is declared to be "to deliberate upon the common interests of employers and employees, to prevent, and, if necessary, adjust differences which may arise between them."^b The essential features in the constitution and procedure of these councils, as quite briefly prescribed in the act, are as follows: They are to be established by royal decree in every locality where their utility is clear. This establishment may be either at the will of the Royal Government, or upon request of communal councils, or upon application

^a The above facts concerning the passage of the Belgian law are taken from the report of the French bureau of labor, *De la Conciliation et de l'Arbitrage dans les Conflits Collectifs entre Patrons et Ouvriers en France et à l'Étranger*, 1893, pp. 432 ff.

^b Art. I of the law.

of employers or working people. Each council has as many sections as there are distinct industries in the locality. The section, which is the unit in the system, represents, therefore, a single industry in one locality and is composed of equal numbers of representatives, not less than six nor more than twelve, elected by employers and laborers separately, and the members choose a president and a secretary from their own number. As to procedure for the election of members, the statute simply prescribes that the regulations fixed by law for the election of members of the councils of prudhommes, or industrial courts, are to be followed. But by royal decrees of August 15, 1889, March 10, 1893 (the principal one), and of March 26 and April 11, 1897, this whole matter—qualification of electors and members, preparation of electoral lists, nomination of candidates, balloting, contested elections, etc.—is regulated in great detail. Each section must hold at least one meeting a year, at the time and place indicated by the permanent committee of the provincial council, but is to be convened at any time by the said committee upon the request of either employers or laborers. The communes are required to furnish the necessary meeting places for councils or sections. The council of any locality or several sections of the same or different localities may be summoned at any time by royal decree to a general assembly to give their advice upon any subject of general interest concerning labor or industry which the King may see fit to submit to them. These assemblies elect their own president and secretary, but the Government may appoint a commissioner to take part in the deliberations. In case of all the above-mentioned meetings of councils or sections or of assemblies, the subject to be considered and the length of the session are strictly determined by the convening order either of the permanent committee of the provincial council or the royal decree, and no other subject may be taken up. Members are allowed a per diem compensation for attendance at general assemblies, to be paid by the province in which the assembly is held. Finally, the one brief section dealing specifically with the subject of disputes provides simply that whenever circumstances appear to demand it, at the request of either party, the governor of the province, the mayor of the commune, or the president of the section for the industry in which the dispute occurs must convene that section, which is to endeavor by conciliation to arrange a settlement. If this effort is unsuccessful, a report of the proceedings is to be made public.

The function of the Belgian councils of industry and labor is thus threefold: (1) To give information or advice to the Government, (2) to furnish employers and employees the means for conference and discussion of common interests before the emergence of differences, and (3) to adjust any disputes that may arise. The first of these is

the fact that the Government was forced to inaugurate the system upon its own initiative, points to a considerable degree of indifference toward the councils on the part of employers and employees. Signs of the same lack of active interest appear also in more recent years. Thus the report of a meeting of the higher council of labor in 1898 states that to inquiries addressed to the industrial and labor classes upon the subject of the revision of the law relating to the councils of labor and industry "little attention was paid."^(a) The report of a meeting of one section of the Ghent council, one of the four largest councils in the Kingdom, complains in 1899 that 6 out of the 14 sections were entirely inactive because the employers had neglected to appoint any representatives on them.^(b) In 1903 elections fell due for 26 councils, comprising, according to their decrees, 111 sections. The elections resulted, however, in the formation of only 29 sections (31 had been organized prior to the elections), and the failure of the other 82 to organize was due in the case of 72 to the failure of both employers and work people to present candidates, while for 8 the employers alone, and for 2 the workers alone, presented no candidates.^(c) Judging by the number of sections remaining thus unorganized each year, it would appear that indifference toward the councils has grown rather than diminished, as follows:

SECTIONS DECREED AND UNORGANIZED IN BELGIUM AT VARIOUS DATES,
1894 TO 1904.

Date.	Sections decreed.	Sections unorgan- ized.	Date.	Sections decreed.	Sections unorgan- ized.
January 1, 1894.....	294	100	January 1, 1902.....	303	149
January 1, 1897.....	300	109	January 1, 1903.....	311	148
January 1, 1900.....	306	120	January 1, 1904.....	311	150
January 1, 1901.....	303	145			

SETTLEMENT OF DISPUTES UNDER THE LAW.

Of the work of the councils in the prevention and settlement of disputes no statistics for the entire period since their establishment are available; but the following facts are sufficient to give a fair measure of what has been accomplished. To the report of the first general investigation made by the Government through the councils, published in 1892 by the minister of agriculture, industry, and public works, is appended a note upon the activity of the councils in the way of conciliation. Therein 14 cases are reported in which sections were convened to adjust differences between employers and employees during the four years 1889 to 1892. In 6 of these the sections were called upon to deal with existing strikes, and succeeded

^a The monthly *Revue du Travail* of the Belgian bureau of labor, 1898, p. 613.

^b *Idem.*, 1899, p. 1311.

^c *Revue du Travail*, 1904, p. 550.

DECREES FOR THE ESTABLISHMENT OF COUNCILS IN BELGIUM ISSUED EACH YEAR, 1889 TO 1903, AND IN FORCE JANUARY 1, 1904.

Year.	Number.	Year.	Number.
1889.....	16	1898.....	1
1890.....	13	1899.....	
1891.....	16	1900.....	
1892.....	9	1901.....	
1893.....	8	1902.....	1
1894.....	7	1903.....	
1895.....	2		
1896.....		Total.....	76
1897.....	3		

The existence of these authorizing decrees, however, does not signify the actual existence of the councils. Thus on January 1, 1903, in the case of no less than 23 of the councils, which should have comprised 70 sections, no sections at all were organized, which leaves but 53 councils actually in existence on that date. These 53 were to have comprised a total of 241 sections, according to their decrees, but as a matter of fact 78 of these sections, belonging to 24 councils, were not organized. There were in existence, therefore, at the beginning of 1903, 53 councils with 163 sections. Twenty-nine of these councils were composed of but 1 section, 9 had either 2 or 3 sections, 7 had 4 or 5 sections, 5 had 7 to 9 sections, while of the other three 1 had 11 sections, 1 had 13, and the council at Brussels comprised 19 sections. Within the territorial jurisdiction of 41 of the established councils, for which alone the figures are reported, there was at the end of 1902 about one-eighth of the population of the Kingdom.

According to the report of the first general investigation made by the Government through the councils, the failure of sections to become organized after the Government had issued the necessary legal authorization for them was due simply to the failure of employers and work people to elect their members.^(a) Considerable abstention from elections appears also in the case of the sections which were organized. Thus in the case of 29 councils formed during the years 1889, 1890, and 1891, for 38 sections for which both classes elected members the proportion of those entitled to vote who actually voted was but 34 per cent for employers and 38 per cent for the work people. But one-half or less of the employers voted in the case of 22 out of the 38 sections, and in 13 elections only one-fourth of them, or less, voted. Fifty per cent or less of the work people voted in 32 cases, and in 17 of these only one-fourth or less voted.^(b) This abstention from elections of members, as well as

^a Salaires et Budgets Ouvriers en Belgique au Mois d'Avril, 1891, Brussels, 1892, pp. 7, 8.

^b Report by the French bureau of labor, De la Conciliation et de l'Arbitrage dans les Conflits Collectifs entre Patrons et Ouvriers en France et à l'Étranger, 1893, p. 447.

the fact that the Government was forced to inaugurate the system upon its own initiative, points to a considerable degree of indifference toward the councils on the part of employers and employees. Signs of the same lack of active interest appear also in more recent years. Thus the report of a meeting of the higher council of labor in 1898 states that to inquiries addressed to the industrial and labor classes upon the subject of the revision of the law relating to the councils of labor and industry "little attention was paid."^(a) The report of a meeting of one section of the Ghent council, one of the four largest councils in the Kingdom, complains in 1899 that 6 out of the 14 sections were entirely inactive because the employers had neglected to appoint any representatives on them.^(b) In 1903 elections fell due for 26 councils, comprising, according to their decrees, 111 sections. The elections resulted, however, in the formation of only 29 sections (31 had been organized prior to the elections), and the failure of the other 82 to organize was due in the case of 72 to the failure of both employers and work people to present candidates, while for 8 the employers alone, and for 2 the workers alone, presented no candidates.^(c) Judging by the number of sections remaining thus unorganized each year, it would appear that indifference toward the councils has grown rather than diminished, as follows:

SECTIONS DECREED AND UNORGANIZED IN BELGIUM AT VARIOUS DATES, 1894 TO 1904.

Date.	Sections decreed.	Sections unorganized.	Date.	Sections decreed.	Sections unorganized.
January 1, 1894.....	294	100	January 1, 1902.....	303	149
January 1, 1897.....	309	109	January 1, 1903.....	311	148
January 1, 1900.....	306	120	January 1, 1904.....	311	150
January 1, 1901.....	303	145			

SETTLEMENT OF DISPUTES UNDER THE LAW.

Of the work of the councils in the prevention and settlement of disputes no statistics for the entire period since their establishment are available; but the following facts are sufficient to give a fair measure of what has been accomplished. To the report of the first general investigation made by the Government through the councils, published in 1892 by the minister of agriculture, industry, and public works, is appended a note upon the activity of the councils in the way of conciliation. Therein 14 cases are reported in which sections were convened to adjust differences between employers and employees during the four years 1889 to 1892. In 6 of these the sections were called upon to deal with existing strikes, and succeeded

^a The monthly *Revue du Travail* of the Belgian bureau of labor, 1898, p. 613.

^b *Idem.*, 1899, p. 1311.

^c *Revue du Travail*, 1904, p. 550.

in settling one-half of them, failing in the other 3. In 4 others sections met to consider differences in which no stoppage of work had occurred, and brought about an amicable adjustment in all 4. Twice sections convened without any special dispute to deal with, and elaborated general rules regulating conditions of employment for the industry represented in the section. These rules covered practically all the relations between employers and employees, and contained provisions requiring that every laborer entering the trades must accept them; so that these two cases practically realized the law's aim to prevent disputes through the formulation of general agreements in the councils. The other 2 of the 14 cases were meetings by sections representing the tobacco industry to protest against the employment of convict labor in cigar making, which had been the subject of differences between employers and work people. A protest addressed to the minister of justice led to the suppression by him of the practice complained of. In these 14 cases meetings were held at the instance of laborers five times, employers once, both parties once, the provincial governor or council three times, while one was the regular annual meeting required by law, and in three the initiative is not definitely indicated.

A special report on strikes recently published by the Belgian bureau of labor yields the following statistics as to the work of the councils for the years 1896 to 1900.

TOTAL STRIKES AND NUMBER SETTLED BY COUNCILS, BELGIUM, 1896 TO 1900.

[From *Statistique des Grèves en Belgique, 1896-1900*, Brussels, 1903, pp. xxx, 185.]

Year.	Total strikes.	Settled by councils.
1896.....	139	4
1897.....	130	2
1898.....	91	5
1899.....	104	4
1900.....	146	1
Total.....	610	16

This shows that the councils have settled less than 3 per cent of the strikes in the Kingdom during the five years. The work of the councils has not been confined to strikes, however, as shown by the following figures, which also indicate the relative degree of success attained in interventions:

INTERVENTIONS BY COUNCILS IN STRIKES AND OTHER DISPUTES AND SETTLEMENTS EFFECTED, BELGIUM, 1896 TO 1903.

[Compiled from periodical accounts of conciliation and arbitration by the councils or others, published by the bureau of labor in its monthly *Revue du Travail*, except for 1902 and 1903, for which annual reviews of work by the councils given each year since 1901 in the June or July numbers of the *Revue* have been utilized.]

Year.	Interventions by councils—			Settlements effected—		
	In strikes.	In other disputes.	Total.	In strikes.	In other disputes.	Total.
1896.....	6	2	8	1	2	3
1897.....	6	2	8	2	2	4
1898.....	5	—	5	3	—	3
1899.....	2	1	3	1	1	2
1900.....	8	3	11	2	3	5
1901.....	4	2	6	1	—	1
1902.....	(a)	(a)	6	(a)	(a)	2
1903 (b).....	—	—	—	—	—	—
Total.....	(a)	(a)	47	(a)	(a)	20

^a Not separately reported for 1902.

^b That there were no interventions in 1903 is not specifically stated in the review of that year's work (cf. *Revue du Travail*, 1904, pp. 550 et seq.), but is assumed from the absence of any notice of such intervention, the review being made up in precisely the same form as in 1902 and 1903.

The table indicates that in general the councils have succeeded not quite as often as they have failed. They appear to have been especially successful when intervention occurred before the strike stage had been reached, while in strikes success attended their efforts in one-third of the cases.

Action by the councils in the great coal strike of 1899, which involved between 50,000 and 60,000 miners, is not included in the second table above, but should be mentioned. The various sections for that industry were twice summoned by royal decree to discuss the subject of wages in the coal mines, which was the point in dispute. The thorough examination of the question thus made contributed in no small degree, apparently, to the final settlement, though the latter was not primarily the work of the councils.

As an agency for preventing disputes by furnishing ready means for negotiating terms of employment it appears that the Belgian councils of industry and labor have been of very little service to judge by the accounts of their work for 1901, 1902, and 1903, as given in the *Revue du Travail* of the Belgian bureau of labor. (^a) Meetings of the councils called at the request of employers or employees very rarely occur, only three such (in 1901) being reported in the three years. In two of these cases sections drew up a minimum scale of wages to be paid on work done for the Government, while in the third a section was called upon to consider four questions, namely, an increase of 50 per cent in wages for work on the seventh day in the week, furnishing of tools by the employer, establishment of the first day of May as a holiday, and an eight-hour workday. The result of

^a *Revue du Travail*, 1902, p. 603; 1903, p. 707; 1904, p. 550.

the meeting was that the question of a wage increase was laid aside by common consent. The employers promised to take experimental steps in the direction of supplying tools, but on the question of May Day as a holiday and eight hours of work the section could not reach an agreement.

The regular annual meetings of sections summoned by the provincial authorities according to law, which are reported in considerable numbers for the three years, were devoted chiefly to the consideration of questions of Government industrial policy or general problems of industrial betterment, such, for example, as insurance against involuntary idleness, establishment of baths and lavatories in mines, etc. In a number of cases sections were called upon at these annual meetings to fix minimum wage scales for Government work, but not always with favorable results. Thus, in 1901, 4 sections were asked to establish such scales, but only 2 could come to an agreement as to the rates to be included. In 1902 out of 23 sections asked for similar service in only 4 could the employers' and the workers' representatives reach an agreement as to the rates. No work of this kind is reported for 1903. Outside of fixing wages for public work, only 3 instances are reported for the three years in which terms of employment were up for determination in annual meetings. Once, in 1901, a section for mining took up the subjects of the furnishing of tools by the employers, May Day holiday, baths in the mines, and biweekly payment of wages, but on the first two points no agreement could be reached, while on the last two the employers promised to do their best to meet the desires of the workmen. Similarly in a second case (in 1902) another mining section had before it four questions, including the suppression of fines and an increase of wages, and could agree on but two, the employers insisting that fines should be continued and the workers standing out for their abolition, while on the wages question the employers took the position that the section had no right to discuss the subject at all. The third case above referred to, in which a section in annual meeting considered terms of employment, was in 1902, and in this instance positive service toward industrial peace seems to have been rendered in that the question of wages in the industry was discussed and the conclusion reached that existing rates were satisfactory to both employers and work people.

PROPOSED REVISION OF THE LAW.

It remains to notice briefly a revision of the law of 1887 recommended by the higher council of labor in 1899. Although these recommendations have not as yet resulted in any amendment of the law, they are of some significance in view of the careful study upon

which they were based and as indicating the changes in the system which, in the opinion of the higher council, were needed. In November, 1897, that body appointed a special commission to examine and report upon the subject of revision. This commission, after prolonged investigation by means of inquiries addressed to the various councils and otherwise, presented a preliminary draft for a bill to the council, where it was gone over in detail and finally adopted in June, 1899. This bill contemplates a much more detailed regulation of the system than the old law, especially in relation to elections, qualifications of members and voters, and the organization of the councils. It is worthy of note in this connection that it is proposed, evidently as a cure for the abstention of voters from elections above noted, to make voting compulsory and allow working people free transportation by rail to the place of election.

The general functions of councils were to be in nowise altered by the revision. As regards conciliation and arbitration, however, several additions were proposed, the most important being (1) provision for action by councils when disputes are threatened as well as when they have actually arisen, which was the reading of the old law; (2) provision that in connection with conciliation councils are not only to be summoned at the request of parties, but may be summoned by the governor, burgomaster, or president, independently of such request, and that when a council has been summoned for conciliation, pending the full meeting, its "bureau" or executive committee is to endeavor to adjust or prevent the dispute; (3) provision for arbitration, entirely voluntary in character, either before an arbitrator named by the section interested or before a commissioner named by the minister of industry and labor upon application from the section; (4) provision that where a dispute affects a number of establishments in the same industry but affiliated with different councils the minister of industry and labor may summon them all to act in the case, and (5) provision that where disputes arise outside the jurisdiction of councils the governor of the province, or the burgomaster, shall make every possible effort to adjust the difference.

THE NETHERLANDS.

LAW OF MAY 2, 1897.

The first move for legislation concerning the settlement of labor disputes in the Netherlands was made in 1892 by the introduction into the lower chamber of the States-General of two bills of similar tenor, the one to establish "chambers of labor and industry," the other to establish, under a shorter title, "chambers of labor." The parliamentary consideration of these bills led their authors to present a combined measure just at the close of 1892. This having

failed of passage the same authors again presented separate measures in 1893 and 1894, but with no better success. The introduction and discussion of these projects, however, had the effect of inciting the Government to the proposal of a law for chambers of labor in October, 1895. This accorded with the recommendation of a royal commission on labor, appointed in 1890, which in its report in 1894 had favored the establishment of such bodies. This Government bill, as the result of discussion in the session to which it was introduced, was presented in modified form at the next session (1896-97), where it resulted in the law of May 2, 1897,^(a) which is still in force and unamended.

GENERAL PROVISIONS OF THE LAW.

The law provides that a chamber of labor may be established by royal decree upon recommendation of the minister of waterways, commerce, and industry, either for one commune or for several communes combined, and for a single or several industries, and chambers may be abolished in the same way. The mission of such a chamber is fourfold: (1) To collect information concerning labor conditions; (2) to give advice to Government authorities, provincial or communal, concerning questions of interest to labor either upon request or of their own motion; (3) at the request of interested parties to advise as to proposed agreements or regulations, and (4) to prevent or settle labor disputes.

A chamber is composed of equal numbers of employers and employees, each class electing its own representatives for terms of five years. The mode of electing members, qualifications of members and electors, etc., are prescribed in detail, elections being under the direct supervision of the communal authorities.

Each chamber chooses its own presidents and secretary. Two presidents are elected, the one by the members representing employers and the other by those representing laborers, and the two alternate in presiding for periods of six months. The "bureau" of the chamber consists of a president and two members, one each chosen by and from among the two classes of members. Each chamber makes its own rules of procedure subject to approval by the Government.

Chambers must meet at least four times a year, and at such other times as the president deems advantageous, or whenever the two members of the bureau or at least two-thirds of the members of the entire chamber request it in writing. One-half the members of each class must be present to constitute a quorum, and for any vote an equal number of each class must be voting. The bureau meets as often as the president considers it necessary, or whenever one of the members

^a A French translation of this law may be found in the *Annuaire de la Législation du Travail* of the Belgian bureau of labor, 1897, p. 289.

makes written request therefor. Decisions in either body are made by majority vote with deciding vote by the president in case of a tie, but when a chamber is making recommendations to the Government the minority have the right to express a separate opinion. Meetings are held with closed doors and the chamber may preserve secrecy in all its proceedings. Each chamber must make an annual report to the Government, which is to be transmitted in whole or in part to the States-General. Aside from this report, information is to be furnished to the Government under regulations fixed by administrative decree, such information to be published periodically if desirable. The communes must provide places of meeting and bear the costs of elections, while the pay of members for attendance at sessions and traveling expenses, together with the secretary's expenses, are provided by the State.

PROVISIONS FOR INTERVENTION IN DISPUTES.

So much for the general features of the system. It remains to notice particularly that part having to do with labor disputes. Chapter V of the law, which is devoted to this subject, provides that whenever a dispute occurs or is threatened in an industry represented in a chamber, either party may call for the intervention of a council of conciliation by written request to the chamber setting forth the cause of the dispute. When the parties belong to an industry not represented on a council, they may make the application to any chamber in the same or a neighboring commune. But request by one or both the parties is not a necessity for intervention by a council, as this may occur at the instance of the burgomaster of a commune or the royal commissioner of a Province.

Upon receipt of any such application the bureau of a chamber, if it considers the difference to be of a simple character, shall endeavor to arrange a settlement. Otherwise, or if the bureau's efforts prove fruitless, the matter is to be immediately referred to the full chamber. If the latter considers that intervention will prevent or settle the controversy it is to name a conciliation council consisting of a president chosen either from or outside of the chamber and members taken in equal numbers from the employers' and the laborers' representatives in the chamber, the secretary of the latter acting as secretary of the council. It is the duty of the president to use his best endeavors to persuade the parties not to suspend work during the negotiations without previous reference of the matter to him. The council of conciliation shall meet as often as the president deems it necessary, and upon the conclusion of its investigations shall render a written opinion upon the dispute and the proper means of adjusting it, *which is to be transmitted to the parties, and may be published either*

in whole or in part. In the deliberations of the council the president has a deciding vote, except as concerns the contents of this report, in which the minority, if they so desire, have a right to express their opinion. Except as contained in the report the proceedings of the council are not to be made public. There is no provision as to arbitration in the law beyond the simple declaration that the parties to a dispute may submit it to arbitration if they choose, and that women may act as arbitrators.

In general plan and purpose these Dutch "chambers of labor" are very similar to the Belgian "councils of industry and labor." Indeed, the latter would seem to have served as a model for the Dutch legislation. The most noteworthy points of difference between the two systems are (1) the single organization of the Dutch chamber in place of the Belgian council subdivided into sections for different industries; (2) the provision for the "bureau" or executive committee of the chamber in the Netherlands; (3) the greater freedom allowed the Dutch chambers when acting in the capacity of standing committees of employers and employees or of Government advisers, there being no Government supervision over meetings as in Belgium; (4) the authority given local government authorities in the Netherlands to initiate conciliation proceedings independently, whereas Belgium provides for reference only upon the request of one or both of the parties; (5) the more elaborate procedure in the Netherlands, including informal conciliation efforts in minor cases by the executive committee, decision to refer by the full chamber, and the formal conciliation by a special committee or council named for the purpose, instead of the one procedure by the section in Belgium.

ESTABLISHMENT OF CHAMBERS OF LABOR.

The reports of the chambers, as published by the minister of waterways, commerce, and industry,^(a) and the reports of strikes and lock-outs published by the central bureau of statistics of the Netherlands in its *Journal*,^(b) show the following facts as to the operation of the Dutch system, so far as concerns the settlement of collective disputes:

Up to January 1, 1904, royal decrees of establishment had been issued for 99 chambers. Nine of these had been abolished before 1904, leaving a total of 90 in existence at the beginning of that year. The following table shows the number of chambers decreed, abolished, and in existence on January 1 for each year since the law went into effect:

^a Verslagen der Kamers van Arbeid over 1899; idem., 1900, 1901, 1902, 1903.

^b Tijdschrift van het Centraal Bureau voor de Statistiek.

CHAMBERS OF LABOR DECREED AND ABOLISHED, AND NUMBER IN EXISTENCE
IN THE NETHERLANDS, ON JANUARY 1 OF EACH YEAR, 1898 TO 1904.

Year.	Number of chambers of labor—			Year.	Number of chambers of labor—		
	Decreed.	Abolished.	In existence Jan-uary 1.		Decreed.	Abolished.	In existence Jan-uary 1.
1898	30			1903	3		87
1899	30		30	1904			90
1900	19	2	60	Total	99	9	
1901	7	2	77				
1902	10	5	82				

The system was extended quite rapidly down to 1901, but since then has grown much more slowly.

The 90 chambers in existence on January 1, 1904, were in 38 different localities, namely: Amsterdam, with 11 for as many different industries; Rotterdam, with 9; Utrecht, with 6; Haarlem and The Hague, with 5 each; 6 other localities with 3 chambers in each; 9 localities with 2 chambers each, and 18 places with a single chamber in each.

SETTLEMENT OF DISPUTES UNDER THE LAW.

In their work under the law's provision for intervention in disputes between employer and employed, the chambers have dealt with a large number of individual disputes, that is, controversies over the rights of the individual worker and his employer under existing terms of employment. This work of the chambers corresponds to that of the industrial courts found in France, Germany, and other European countries, and need not be considered here, although it has constituted in practice the major part of their work in the field of industrial disputes.

An examination of the reports of the individual chambers and the reports on strikes and lockouts published by the central bureau of statistics^(a) yields information in considerable detail concerning intervention by chambers in strikes and lockouts. A summary of all such cases found is as follows:

SUMMARY OF INTERVENTIONS BY CHAMBERS OF LABOR IN STRIKES AND
LOCKOUTS IN THE NETHERLANDS, 1899 TO 1904.

	1899.	1900.	1901.	1902.	1903.	1904.
Total chambers in existence (Jan. 1)	30	60	77	82	87	90
Number of chambers which intervened or offered to intervene in strikes and lockouts	3	7	8	16	13	12
Total interventions, actual or proposed	3	7	9	19	18	13
Total strikes and lockouts in the Kingdom	(b)	(b)	122	142	163	102
Interventions per 100 disputes	(b)	(b)	7.4	13.4	11.0	12.7

^a Tijdschrift van het Centraal Bureau voor de Statistiek.^b Not reported.

With respect to any comparison between years it should be explained at once that the figures for 1899 and 1900 were compiled from the reports of the chambers alone, no reports of strikes and lockouts having been published for years prior to 1901. For 1901, 1902, and 1903 both the reports of the chambers and reports on strikes and lockouts were available, while for 1904 the strike reports alone were at hand, as the annual reports of the chambers had not been published at the time this chapter was completed. As the two sources have been found to be slightly supplementary in respect of total number of interventions, the figures here given for 1904 are not exactly comparable with those of 1901, 1902, and 1903. It would appear, however, on the basis of the differences between reports discovered in the earlier years that the total actual or proposed interventions in 1904 at the most did not exceed those in 1902 or 1903.

During the four years 1901 to 1904 interventions of chambers were proposed in 59 out of a total of 529 strikes and lockouts, or in a little more than one in 10 cases. The total 69 proposed interventions for the entire six years were distributed among 40 different chambers, 24 of which had but one case, 9 had two apiece, 4 had three cases each, while 1 chamber had intervened in four cases, 1 in five, and another in six instances. It will be seen that since 1901 more than half the chambers have not intervened in strikes or lockouts at all, and that in any one year four-fifths of all the chambers, or more, have not intervened in such disputes. That this nonintervention was by no means all due to the absence of strikes or lockouts within the jurisdiction of the chambers may be inferred from the fact that, according to the report on strikes and lockouts for 1903, there were 81 strikes during that year in industries under the jurisdiction of chambers of labor, whereas in that year there were but 18 proposed interventions by 13 chambers.

As a rule intervention has been proposed or accomplished in the case of strikes and lockouts only after the stoppage of work, that having been apparently the case in all but 8 of the 69 interventions above noted. In those 8 cases (one each in 1901 and 1902 and three each in 1903 and 1904) a strike or lockout occurred after action had been taken by the chambers, although in two the chambers finally settled the dispute.

It appears from the accounts as given in the reports that in two-thirds of the cases (45 out of 69) the initiative for action by the chambers was taken by one or other of the parties, there being twice as many cases of initiative by the workers alone (30) as by employers only (14), while in one instance both parties applied to a chamber. In 23 cases the chambers themselves appear to have taken the first steps. Only one case is reported in which the mayor of a commune

called upon the chamber to intervene. By years these figures as to initiative are as follows:

INITIATIVE OF INTERVENTION BY CHAMBERS OF LABOR IN STRIKES AND LOCKOUTS IN THE NETHERLANDS, 1899 TO 1904.

Year.	Interventions asked or proposed by—					Total.
	Work-ers.	Employ-ers.	Both parties.	Cham-bers.	Mayors.	
1899.....	3	—	—	—	—	3
1900.....	3	2	—	2	—	7
1901.....	4	1	—	4	—	9
1902.....	6	7	—	5	1	19
1903.....	8	3	—	7	—	18
1904.....	6	1	1	5	—	13
Total.....	30	14	1	23	1	69

The following table gives a summary of the results of the above actual or proposed interventions by chambers in strikes or lockouts, these figures, like those above, being obtained by an analysis of the accounts of the individual cases as given in the reports.

PROPOSED AND ACTUAL INTERVENTIONS BY CHAMBERS OF LABOR IN STRIKES AND LOCKOUTS IN THE NETHERLANDS, BY RESULTS, 1899 TO 1904.

Year.	Proposed interventions not carried out owing to—		Actual interventions.			Settlements per 100 strikes and lock-outs.
			Total number.	Resulting in—		
	Refusal by parties.	Settlement by parties.		Settlement.	Failure.	
1899.....	—	—	3	3	—	(a)
1900.....	1	—	6	4	2	(a)
1901.....	1	—	8	3	5	2.5
1902.....	1	2	16	9	7	6.3
1903.....	4	2	12	8	4	4.9
1904.....	2	—	11	5	6	4.9
Total.....	9	4	56	32	24	b 6.0

* Not reported.

b Four years.

In 7 of the 9 cases in which proceedings were blocked at the outset by refusal of the parties the offer of intervention appears to have been made to both, neither accepting. In the other instances offer to, and rejection by, the employer only is mentioned.

In 1 of the 4 cases settled by the parties the chamber had offered its services to the employer, who agreed that if the strike did not soon end, as he anticipated, he would call upon the chamber to act, but the dispute ended without need for the chamber's services. In the other 3 cases application for intervention had been made by one of the parties. In one of these the chamber's executive committee was considering the case when a settlement was reached independently by the parties; in another a conciliation council had been appointed by the

chamber, but before it could act the parties had reached an agreement; while in the third case the chamber declined to intervene, on the ground that the employer, who had applied for the intervention, had already agreed to the demands of his employees, and all that remained was for him to carry out his expressed intention.

In 13 of the 32 settlements the proceedings were conducted either by the executive committee (bureau) or other representative (an officer, a member, or a special committee named for the case) of the chamber; in 10 instances the chamber itself conducted the case, while in 9 a conciliation council was appointed as specially provided in the law. In 25 of the 32 settlements the procedure may be said to have been conciliation alone, the parties being brought to an agreement by conference or through the chamber as intermediary. Of the remaining cases, in 4 a conciliation council rendered a formal decision which both the parties accepted—twice in accordance with agreement to accept, and in one of these also with resumption of work pending such decision. In 2 cases decisions were rendered by the chambers themselves, the parties having agreed beforehand to accept them; in one of these cases also having resumed work pending the decision, while in the other case the chamber persuaded the parties to submit the case to arbitration by a board of seven persons, two of whom only were members of the chamber, the others being outsiders, all, however, chosen by the chamber.

Of the 24 disputes in which the chambers' intervention failed to bring about a settlement, in 4 the action taken was by the executive committee or a representative of the chamber, in 9 the chamber itself conducted the proceedings, while for 11 resort was had to a conciliation council. A comparison of these figures as to mode of procedure with those for the settlements as above gives, of course, no indication of the relative efficiency of procedure by a chamber or its representative and of that by a conciliation council. The relatively greater number of failures by conciliation councils reflects rather the fact that as intended by the law itself these councils are usually a second resort for more serious disputes, and frequently are appointed only after preliminary effort by the chamber's executive committee or other representative has proved insufficient.

All but two of the failures may be regarded as failures of conciliation. In one of these two cases the failure of procedure by a conciliation council was due to the fact that none of the members of the chamber from the employing class would serve on the council. The other case was the one in which both parties had applied to the chamber asking it to render a decision as to wages, which was the question at issue, the parties having agreed to accept such decision. The projected arbitration failed, however, owing to a disagreement

in the chamber, two members favoring one rate, a third another, and the fourth member still another, and no compromise decision could be reached. In the cases in which conciliation efforts by a conciliation council failed it appears that as a rule the decision or final opinion of the conciliation council on the dispute and the best means of adjusting it, which the law prescribes, was transmitted only to the chamber and the parties. In three such cases, however, the reports state that the council's findings were made public, without, however, causing a settlement of the controversy.

As was indicated in the analysis of the law governing the chambers of labor, their function is not only the settlement but the prevention of industrial disputes by furnishing a convenient agency for the negotiation of terms of employment. An examination of their reports shows that the Dutch chambers have accomplished not a little in the last-mentioned direction. Indeed, their activity in this field appears to have considerably exceeded that in the settlement of strikes and lockouts above considered. A count of all cases of collective bargaining between employer and employed in which the chambers appear to have assisted directly or indirectly, or endeavored to assist, shows the following totals, by years, divided as to whether the negotiations concerned work done by or for the Government, State or local, or concerned private undertakings.

NEGOTIATIONS CONCERNING EMPLOYMENT IN WHICH CHAMBERS OF LABOR
ASSISTED IN THE NETHERLANDS, 1899 TO 1903.

Year.	Negotiations concerning employment—		
	On Government work.	In private undertakings.	Total.
1899.....	6	7	13
1900.....	8	37	45
1901.....	8	45	53
1902.....	12	46	58
1903.....	28	45	73
Total.....	62	180	242

These figures include all cases in which the chambers assisted in any way or were called upon to assist in determining the conditions of employment for a body of workers collectively—that is, for those in a given establishment, trade, or class. The cases included vary all the way from intervention with a view to settling well-developed differences over the terms of employment or the amicable negotiation of general agreements for an entire trade to simply furnishing advice or information upon the request of one party. Taking these figures as a very rough measure of the extent of the work done by the chambers in the way of preventing industrial disputes, it would

appear that such work has increased down to 1903 at least, but the increase of 1902 and 1903 was almost entirely in the way of assistance in determining conditions on Government work. This latter class of cases, it may be observed, has much less significance with respect to the general problem of preventing industrial disputes than the cases of negotiation between employers and employed in other undertakings; and the chambers, being created by the Government for the especial purpose of furnishing the latter with information concerning labor and industry, would be the natural agency to assist in determining conditions of employment for Government undertakings or Government contract work. It is not surprising to find, therefore, that in some 17 of the 40 negotiations touching employment on Government work during 1902 and 1903 the chambers formulated schedules of wages or hours of labor for such work.

Of the degree of success achieved in these cases of collective bargaining which came before the chambers it is impossible to present even a rough measure, either because of the nature of the cases or from lack of sufficient information in the reports as to the outcome of the chambers' efforts. It appears, however, that the work in this field has been done chiefly by the chambers themselves, their executive committees, or one or more members as their representatives, since in but 22 (one only in negotiations touching Government work) of the total 242 cases noted was resort had to a conciliation council.

Among the occasional comments concerning their work by the chambers themselves, which are to be found in the reports, none is more significant in the present connection than one found repeatedly, in different years and by different chambers, to the effect that the chambers found a large degree of indifference or even pronounced opposition on the part of the employers and work people within their jurisdiction. If the number of employers or workers who take part in the elections of members of chambers may be taken as an indication of their attitude, it would appear that the serious difficulty in the way of successful work, especially in the field of conciliation and arbitration, suggested by the above comments, is a very real one for the chambers generally. For it appears that, as a rule, but a small proportion of the employers and work people have enough active interest in the chambers to vote for members of them, as shown by the following table, which has been made up from the numbers of electors and voters as given in the reports:

PERCENTAGE OF PERSONS ENTITLED TO VOTE WHO VOTED IN ELECTION OF MEMBERS OF CHAMBERS OF LABOR IN THE NETHERLANDS, 1898 TO 1903.

Year.	Chambers holding elections.	Percent- age of those en- titled to vote who voted.	Number of elections in which of those entitled to vote there voted—		
			One-half or more.	One-fourth to one-half.	Less than one-fourth.
Employers' elections:					
1898.....	5	39.4	1	3	1
1899.....	33	25.5	5	11	17
1900.....	30	16.7	1	14	15
1901.....	20	18.3	5	5	10
1902.....	12	16.6	.....	3	9
1903.....	22	20.1	3	6	13
Total.....	122	20.7	15	42	65
Workers' elections:					
1898.....	5	37.9	.....	4	1
1899.....	33	32.5	10	12	11
1900.....	26	26.0	7	7	12
1901.....	18	31.0	2	9	7
1902.....	10	15.1	2	1	7
1903.....	19	20.5	5	5	9
Total.....	111	27.5	26	38	47

GERMANY.

LAW OF JULY 29, 1890.

The first German law dealing with arbitration or conciliation for collective disputes was that of July 29, 1890, regulating the industrial courts (*Gewerbegerichte*). These courts are of the same type as the French councils of prudhommes, and are designed for individual disputes. They had existed in various parts of Germany since the first quarter of the nineteenth century, the oldest ones being in the Rhine Province and of French origin. Previous to 1869, three States—Prussia, Saxony, and Saxe-Weimar—had passed laws providing for such tribunals, and the Industrial Code of 1869 adopted by the North German Union contained a brief section authorizing local authorities to establish them, specifying only that there must always be equal representation of employers and employees on them, and this section was retained in the amended code of July 17, 1878. Being left thus to the regulation of various laws and governments, the result was great diversity of form and procedure in the courts, and it was dissatisfaction therewith which, after numerous efforts beginning with the early seventies, finally led to the law of 1890, which created no new institution but simply specified uniform regulations for the courts established by the various local authorities.

None of the State laws nor the imperial code before 1890 had contemplated other than individual disputes. Nevertheless three courts in existence before that year—in Leipzig, Frankfort, and Berlin, all

three being of one model—were empowered by the local acts establishing them to intervene under certain conditions in cases of strike or lockout; and although it does not appear that any of the three had ever made use of that power, (^a) the law of 1890, which follows in many parts the local statute for the Frankfort court, copied therefrom the provision for intervention in cases of collective disputes which became Part III of the new law.

The provisions of this law aside from Part III need not be reviewed here. Of the general character of the courts suffice it to say that they must be composed of equal numbers of representatives chosen by employers and employees, respectively, with a president and deputy appointed by the local authorities; that their prime function is the settlement of individual disputes upon complaint by either party, by conciliation if possible, otherwise by compulsory awards; and that their jurisdiction extends to factory employees only.

PROVISIONS OF THE LAW RELATIVE TO COLLECTIVE DISPUTES.

Part III (^b) of the law of 1890 specified that courts may act as conciliation bureaus in case of disputes concerning "the terms of continuation or renewal of the labor contract" (art. 61), but only on condition that both parties request such action and, where they number more than three, appoint delegates to the hearing. Such delegates must be 25 years of age and in the enjoyment of full legal rights. The conciliation bureau consists of the president of the court and at least four members, two employers and two workingmen, but there may be added, and must be when the delegates of the two parties so request, representatives in equal numbers named by the employers and employees. Both these representatives and the members of the bureau must not be concerned in the dispute in question.

The first step in the procedure is a determination of the facts by hearing of the delegates from each side and the examination of witnesses, the bureau having power to summon and examine witnesses, though no penalty is provided to compel their presence. Following this each side must formulate in conference its opinion upon the allegations made by the other party and the witnesses, and then an effort at conciliation is to be made. If this succeeds, the agreement signed by the bureau and the delegates is to be published. If not, the court

^a Report of French bureau of labor, *De la Conciliation et de l'Arbitrage dans les Conflits Collectifs entre Patrons et Ouvriers en France et à l'Étranger*, 1893, p. 476.

^b *Reichsgesetzblatt*, 1890, No. 24. A French translation of Title III is given in *De la Conciliation et de l'Arbitrage*, etc., p. 477. Amendments of the law in 1901 are noted later.

is to render a decision by majority vote, though in case of a tie the president may decline to vote and declare that no decision could be rendered. When a decision has been given, the delegates must declare within a specified time either acceptance or rejection thereof, failure to make declaration to be taken as refusal. At the end of the time allowed the bureau is to publish the decision. It will be seen that everything in the proceedings is absolutely voluntary for the parties in dispute.

SETTLEMENT OF DISPUTES UNDER THE LAW OF 1890.

Inquiring as to the practical results accomplished by the German industrial courts under the above provisions, which went into effect April 1, 1891, the following table presents a general view of such work for the eight years, 1893 to 1900.

STATISTICS OF INTERVENTION BY INDUSTRIAL COURTS IN COLLECTIVE DISPUTES, GERMANY, 1893 TO 1900.

[This table is made up from figures given in *Das Gewerbegericht*, a monthly periodical published by the *Verband Deutscher Gewerbegerichte*. That association was formed in 1893, its aim being the interchange of information concerning the work of courts, important decisions, etc. The above figures, except for 1900 and for the number of courts in existence, were quoted by *Das Gewerbegericht* as those presented by a Government official to a parliamentary committee in 1901, when an amendment to the law of 1890 was under consideration. The same figures for 1893 to 1896 had been laid before the Reichstag in 1897-98.]

Year.	Courts in existence January 1.	Applications for intervention.	Settlements effected by conciliation.	Decisions rendered.	Decisions accepted by both parties.	Total cases settled.
1893.....	154	5	3	-----	-----	3
1894.....	217	16	7	3	1	8
1895.....	^a 272	19	13	3	-----	13
1896.....	275	44	18	11	2	20
1897.....	285	27	12	4	2	14
1898.....	^(b)	30	9	6	1	10
1899.....	^(b)	50	16	5	2	18
1900.....	^c 316	80	28	9	5	33
Total.....	-----	271	106	41	13	119

^a In August.

^b Not reported.

^c On December 31.

Only those disputes are here included in which formal application came to the courts. Besides such it appears that many cases have occurred in which presidents of courts intervened informally without any request from the parties. How much there has been of this intervention, which is not provided for in the law, can not be estimated, but it is stated that in 1896, for example, there were no less than 23 such instances, equal to one-half the number of formal actions in that year.^(a)

As a supplement to the above table the following figures, from the annual reports on strikes and lockouts, published by the imperial statistical bureau, are given:

^a *Das Gewerbegericht*, vol. 6 (1901), p. 187.

TOTAL STRIKES AND LOCKOUTS AND NUMBER SETTLED BY INDUSTRIAL COURTS, GERMANY, 1899 TO 1901.

	1899.	1900.	1901.	Total.
Total strikes and lockouts	1,384	1,500	1,109	3,973
Number settled by industrial courts under law of 1890 (a)	55	45	32	132

* Apparently these figures include some cases settled informally by presidents, being larger than the figures above. Or they may include settlements by guild courts (*Innungsschiedsgerichte*), which are not represented in the first table.

Compared with the number of courts in existence and with the number of disputes occurring, the foregoing tables show but limited activity by the industrial courts in the field of collective disputes. Nevertheless, there has been an increasing amount of such action, as indicated by the first table, the second being less trustworthy for comparison on this point, although it would seem to show that interventions in strikes and lockouts have not increased during the last three years.

The proportion of successful to unsuccessful intervention is not indicated in the above table, for the reason that the difference between the 119 settlements and the 271 applications does not represent the number of failures, but includes other cases. Just what are included therein does not appear in the published returns, nor is the number of definite failures of conciliation ascertainable, except for 1900. The record for that year (a) gives 9 as the number of cases in which conciliation failed and no decision was rendered, leaving 34 classed as "other cases," including apparently applications by one side only, disputes withdrawn by the parties, etc.

It will be seen that settlements were effected almost entirely by conciliation and that two-thirds of the formal decisions rendered after conciliation had failed were rejected by one or other of the parties. While both parties have frequently rejected the decisions, it appears that work people have been, at least in recent years, much more favorable to action by the courts than employers, as a brief comment in *Das Gewerbegericht* (b) on the work of the courts in collective disputes during 1901 states that applications came chiefly from employees, the employers frequently declining negotiations. The same note remarks also that 1901 showed an increasing intervention informally by courts without any application from parties, and that such independent initiative was increasingly successful.

The records of individual courts vary greatly. Thus the Dresden court during the ten years 1892 to 1901 acted as conciliation board in collective disputes but five times—once in 1896, twice in 1899, and once in 1900 and in 1901—although in the three years 1899 to 1901

a *Das Gewerbegericht*, vol. 6, p. 274.

b Vol. 7, p. 164.

alone, 61 strikes or lockouts occurred in the city.^(a) Similarly in the Kingdom of Württemberg from 1892 to 1895 no case of such intervention occurred, though there were during those years from 8 to 14 courts in the Kingdom, and there were but 8 such cases during 1896 to 1900 among 16 to 19 courts.^(b) On the other hand, the Berlin court, whose record far surpasses that of any other, intervened, or attempted or was requested to intervene, during the five years 1895 to 1899 in no less than 103 disputes. Of these, in 60 action got no further than preliminary negotiation, while in 16 application came from one side only, leaving 27 cases in which intervention was accepted by both parties. In 18 of the 27 cases settlements were effected by conciliation, and in the other 9 decisions were given, though how many were accepted is not stated. Among the strikes settled was one involving 2,000, and 3 others involving from 700 to 900 work people.^(c)

AMENDMENT OF 1901.

Such work as that of the Berlin court inspired, in 1901, some important changes in the law with reference to action in collective disputes. These appear in an extensive amendment to the general law of 1890, made by act of June 30, 1901,^(d) which went into force January 1, 1902. Therein is provided in the first place that where but one party applies to the court for action the president shall make every effort to induce the other to join in the application, and if neither applies he is likewise to endeavor to persuade them to refer the case to the court. So far the new law simply makes legal the independent initiative which some courts, as noted above, had been before exercising in an informal way. In the next place an important change is made in the constitution of the conciliation bureau. Instead of being composed of members of the court, with the possible addition of representatives named by the parties as formerly, the bureau is to consist of the president of the court, with four or more representatives named by the parties in equal numbers, who may or may not be members of the court, but who, as formerly,

^a Statistisches Jahrbuch für die Stadt Dresden, 1901, pp. 130, 132.

^b Württembergisches Jahrbuch für Statistik und Landeskunde, 1900, III, p. 104.

^c The above facts as to the Berlin court are taken from a review of the court's work by one of its members, published in *Sociale Praxis* for March 1, 1900, and from *Das Gewerbegericht*, vol. 6, p. 107, and vol. 7, p. 164. The above is the complete record of the Berlin court down to 1899, inclusive, as no case of action occurred before 1895.

^d Reichsgesetzblatt, 1901, No. 29. This amendment is given in full in the monthly publication of the Austrian bureau of labor statistics, *Sociale Rundschau*, 1901, II, p. 297. The entire industrial court's law, with the amendments of 1901, in French, may be seen in *Annuaire de la Législation du Travail*, 5^e année, 1901, p. 9.

must not be concerned in the dispute. If they be not named by the parties, the president may appoint them. He may appoint also, after consulting the parties, one or two persons not concerned in the dispute to have simply an advisory voice in the proceedings. In the third place the president of the court is given power, when application for action was originally made by one or both parties, to impose a fine not exceeding 100 marks (\$23.80) upon any person concerned in the dispute for failure to appear when summoned to give evidence. From such fine appeal may be taken to the civil courts, however. Fourth, and less important, one limitation is put upon the courts in that no application to them for action may be made except by joint action of the parties when all the employers in a dispute are members of a guild which has a conciliation board whose constitution and procedure conform to the requirements of the law. Finally, it may be noted that in addition to the changes above indicated, the amendment makes the establishment of courts compulsory in all cities with a population of more than 20,000. According to Das Gewerbegericht^a this last provision made necessary the establishment of 54 new courts, that many out of 221 cities with over 20,000 inhabitants being without them in 1901.

SETTLEMENT OF DISPUTES UNDER THE AMENDMENT OF 1901.

The monthly Reichs-Arbeitsblatt, issued since April, 1902, by the imperial statistical bureau, publishes annually statistics of the work of the industrial courts, and affords the following with reference to intervention in collective disputes for the period since the amendments of 1901 went into effect.

STATISTICS OF INTERVENTION BY INDUSTRIAL COURTS IN COLLECTIVE DISPUTES, GERMANY, 1902 AND 1903.

[From Reichs-Arbeitsblatt, I Jahrgang, pp. 663-669; II Jahrgang, pp. 526-533.]

	1902.	1903.	Total.
Number of industrial courts at end of the year.....	373	400	-----
Total applications for intervention.....	144	174	318
Applications from one side only.....	119	135	254
Settlements by conciliation.....	35	54	89
Decisions rendered.....	10	13	23
Decisions accepted.....	4	7	11
Decisions rejected—			
By employers.....	12	10	22
By workers.....	1	4	5
By both parties.....	2	1	3
Total.....	15	15	30
Cases in which conciliation failed, but no decision was rendered ...	40	36	76

A comparison of these figures with those for preceding years given above shows clearly a continued growth of activity by the industrial

^a Vol. 6, p. 230.

courts in the field of collective industrial disputes. Concerning the character of the work done these latest returns show, as did those for the earlier years, that most of the settlements are reached by conciliation; that after efforts along that line fail in a large number of cases no decision is rendered, and that of the comparatively few decisions rendered a large proportion fail to settle the dispute because of their rejection by one or other of the parties. The figures for 1902-3 bring out another fact not shown in the preceding table, namely, that rejections of decisions by employers occur far more frequently than those by the work people.^a The fact that so large a proportion of the applications for action come from one party only, taken in connection with the fact that submission to proceedings before the courts is absolutely voluntary for both parties, would indicate that in a considerable number of cases the courts' presidents successfully persuade one of the parties to accept the procedure, which the amendment of 1901 made it their duty to attempt to do whenever one party only applies for intervention by the court.

An examination of the reports on strikes and lockouts for 1902 and 1903 shows an increase in number of settlements by industrial courts in both years, as follows:

TOTAL STRIKES AND LOCKOUTS AND NUMBER SETTLED BY INDUSTRIAL COURTS, GERMANY, 1902 AND 1903.

	1902.	1903.	Total.
Total strikes and lockouts.....	1,135	1,501	2,636
Number settled by industrial courts.....	43	55	98

It will be seen, however, that the total settlements of strikes and lockouts in* 1902 does not exceed the total for 1900 in a preceding table, nor does the 1903 record surpass that of 1899. Proportionately to the total strikes and lockouts occurring, settlements by the industrial courts have not in any succeeding year surpassed the record of 1899, nor was there an increase in 1903 over 1902, the settlements per 100 strikes and lockouts having been for the five years 1899 to 1903, respectively, 4.0, 3.0, 2.9, 3.8, and 3.7.

The Berlin court continues to show far the largest amount of intervention in collective disputes, and its record in this field since the changes in the law made in 1901 is shown in the following table:

^a No explanation appears in the reports for the fact that the total rejections of decisions is far larger than the total decisions rendered, minus those accepted. Since for some courts rejections of decisions are tabulated where no decisions were rendered, it may be that the total of rejections includes cases in which parties indicated unwillingness to accept a decision before it could be rendered.

STATISTICS OF INTERVENTION BY BERLIN INDUSTRIAL COURT IN COLLECTIVE DISPUTES, 1900-1901 TO 1903-4.

[From Statistisches Jahrbuch der Stadt Berlin, 28 Jahrgang, 1903, p. 187. The months making up each year are not indicated in the report, but they are nearly the calendar months of the first year in each case, i. e., 1900, 1901, 1902, 1903.]

	1900-1901.	1901-2.	1902-3.	1903-4.	Total.
Cases in which the court sought to intervene without application from either party.....	2	2	2	10	16
Applications from one party only.....	6	9	12	17	44
Cases in which both parties applied for intervention.....	15	5	13	10	43
Settlements effected by conciliation.....	14	1	9	9	33
Decisions rendered and accepted.....			2	^a 1	3
Decisions rendered, but not accepted by either party.....	1	3	1		5
No decision rendered.....		1	1		2

^a This decision was accepted by the work people, but rejected by all but one of the employers.

LAW OF 1904 FOR MERCANTILE COURTS.

The latest development of the German industrial courts consists of an extension of the system to mercantile pursuits by an act of July 6, 1904.^(a) This law makes the same provisions for the establishment of courts generally upon the voluntary initiative of local authorities as are to be found in the law regulating the courts for factory industries, and requires, likewise, that a mercantile court must be established in every city with a population of over 20,000. With very little modification of details, to fit the different conditions in mercantile industries, the new law simply reenacts for the mercantile courts (*Kaufmannsgerichte*) the existing regulations of the law of 1890, as amended in 1901, governing the courts for factory industries (*Gewerbegerichte*). The new courts, like the old, may take cognizance of collective disputes, and for these all the regulations (Part III) of the old law are simply reenacted entire and without even verbal changes.

AUSTRIA.

No act dealing primarily with conciliation or arbitration for strikes or similar disputes has thus far been passed in Austria, but two laws now in force make provision therefor incidentally, and deserve brief notice.

MINING GUILDS LAW OF AUGUST 14, 1896.

Considering first the least notable of the two, an act of August 14, 1896,^(b) establishing guilds for the mining industry, declares the purpose of such guilds to be, among other things, the prevention or settlement of disputes between employers and employees. Provision is made for both individual and collective disputes. For the latter the "grand committee" of the guild is to act as a board of concilia-

^a Given in full in Reichs-Arbeitsblatt, II Jahrgang (1904), No. 4, p. 326.

^b Reichsgesetzblatt, No. 156. Summaries of the law may be found in the British Labor Gazette, 1897, p. 104, and in the Belgian Revue du Travail, 1896, p. 1159.

tion. Each guild is composed of two assemblies, the one including all the proprietors of mines in a district, the other their employees, represented by one delegate for each 100 miners. Each of these assemblies elects an executive committee of from five to nine members, and these two committees together constitute the "grand committee," representing the guild as a whole. In case of collective disputes, actual or threatened, the grand committee is to intervene as a board of conciliation at the request of either of the assemblies or of either of the parties, or in exceptional cases at the order of the district mining authorities. The parties are to appoint representatives in equal numbers, the hearing is to be oral, and witnesses and experts may be examined. If an agreement is reached, it is to be put in writing and signed by the members of the board and the parties' representatives and made public. Otherwise the board is to render a decision, and the parties must signify their acceptance or rejection of this within a specified time. At the end of this period the decision, with the parties' opinions thereon, is to be published by the board. From beginning to end the procedure is absolutely voluntary for the parties.

SETTLEMENT OF DISPUTES BY MINING GUILDS.

The above conciliation process for peaceably settling disputes is available for the entire mining industry in Austria, as by the terms of the act every mine owner and every miner must belong to a guild, and hence be represented on a grand committee; but when search is made for practical results it is found that very little has been accomplished by the provision. The Austrian bureau of labor statistics publishes annual reports on strikes and lockouts,^(a) compiled from returns made out on schedules in which one inquiry calls for the mode of settlement, asking specifically for report thereunder of settlements by conciliation boards. But while 221 strikes were reported in the mining industry for the six years 1897 to 1902, in one only (in 1900) is a conciliation board credited with contributing to the settlement. The annual reports do not give any indication as to how many attempts at settlement may have been made. Quarterly returns of strikes in mines, published in the monthly *Sociale Rundschau* of the bureau, give for 1900,^(b) however, more detailed statements than the annual report. These show attempts made by eight different boards, with all but the one above mentioned resulting in failure. In that one the dispute was settled by conciliation before the board. In six of the others hearings were held before boards, but in the remaining case

^a Die Arbeitseinstellungen und Aussperrungen im Gewerbebetriebe in Oesterreich.

^b The year 1900 was the first for which these quarterly returns were published, and for subsequent years the quarterly tables are more condensed in form and furnish fewer details. The returns for 1900 may be seen in Vol. I, *part 1*, p. 848; *part 2*, p. 518; Vol. II, *part 1*, p. 444.

proceedings were blocked at the start by the refusal of one party to appoint representatives for the hearing. Whether any formal decisions were rendered by boards the published returns do not show. Five of the total eight cases were in connection with the coal strike of 1900, the greatest industrial dispute in Austrian history, all five attempts being notably fruitless.

THE FACTORY-INSPECTION LAW OF JUNE 7, 1883.

A much less explicit, but, as the outcome has proved, a much more fruitful provision than that of the mining-guilds act, is a section of the Austrian factory-inspection law of June 7, 1883. Section 12 of that law directs that "in the fulfillment of their duties the factory inspectors shall endeavor, by kindly, authoritative action, not only to secure the benefits of the law to employees, but also tactfully to aid employers in the fulfillment of the requirements laid upon them by the law; to mediate impartially between the interests of employers and employees through the aid of their technical knowledge and official experience, and to gain such a position of confidence in relation to both classes as will put them in a position to maintain and foster friendly relations between them."

SETTLEMENT OF DISPUTES BY FACTORY INSPECTORS.

So well have the Austrian factory inspectors carried out this direction that no small part of their duties consists in the adjustment of differences between employers and employees; so much so, in fact, that the inspectors make it a practice to appoint regular consultation days for the hearing of such matters which are most frequently brought before them by working people. Most of the cases are of the nature of individual disputes, but not a few have to do with collective disputes, as shown by the amount of intervention by inspectors indicated in the annual reports on strikes and lockouts, as follows:

TOTAL STRIKES AND LOCKOUTS AND NUMBER OF INTERVENTIONS BY FACTORY INSPECTORS, AUSTRIA, 1894 TO 1902.

[Compiled from the annual reports on strikes and lockouts published by the Austrian bureau of labor statistics.]

Year.	Total strikes and lockouts.	Number in which inspectors intervened—		
		Alone.	With other authorities.	Total.
1894.....	172	36	16	52
1895.....	217	39	29	68
1896.....	315	45	35	80
1897.....	257	38	22	60
1898.....	255	28	31	59
1899.....	316	59	53	112
1900.....	313	26	25	51
1901.....	273	26	13	39
1902.....	272	35	17	52
Total.....	2,390	332	241	573

More complete for the years since 1898 are the following figures from the reports of the inspectors themselves:

INTERVENTIONS OF FACTORY INSPECTORS IN STRIKES AND LOCKOUTS, AUSTRIA, 1899 TO 1903.

[From the annual reviews of the factory inspection reports given in the monthly *Soziale Rundschau* of the Austrian bureau of labor statistics, to be found in the July number of 1901 and the August numbers of 1902, 1903, and 1904.]

Year.	Strikes and lockouts of which inspectors were cognizant.	Number in which they intervened.
1899.....	231	131
1900.....	161	53
1901.....	125	55
1902.....	141	68
1903.....	180	110
Total.....	838	417

The reports do not indicate in what proportion of these cases they could be credited with having effected settlements, and particulars of their interventions are not given, as a rule. It is stated, however, in the review of their work for 1903 that requests for their intervention came from work people, from employers, or from both together, and also from local political authorities. Two interesting cases are noted in the report of strikes and lockouts for 1902, in which a settlement was effected by formal arbitration before boards consisting of equal numbers of employers and workers, with a factory inspector as president.

SWITZERLAND.

Six of the Swiss Cantons have made some provision by legislation for the settlement of strikes and lockouts. In three—Geneva, Basel-Stadt, and St. Gallen—there are special acts dealing with the matter, while in the other three—Vaud, Lucerne, and Bern—the provision is in connection with the industrial courts for individual disputes, and such provision existed in Geneva also up to 1900.

LAWS CONCERNING INDUSTRIAL COURTS.

Considering first the laws for industrial courts which deal but incidentally with collective disputes, that of October 19, 1882, in Geneva was the earliest, and served in fact as model for those in the other Cantons. The Geneva system, however, was by no means original, being itself patterned after the French councils of prud'hommes. An amending law of February 1, 1890, further developed the system in Geneva, and a law of May 12, 1897, consolidated the

two earlier statutes.^(a) It will be necessary here to trace only so much of the outlines of the general system as will indicate clearly the provision made for collective disputes, though the latter is in fact a quite subordinate feature of the system. All industries and trades in the jurisdiction of the court are divided into twelve groups, and for each group a branch of the court or "council" is established. This council is composed of 30 members, 15 chosen by employers and 15 by working people. The members elect their own officers from among themselves. Each council organizes within itself four distinct bodies: (1) A conciliation bureau, composed of 2 members; (2) an arbitration tribunal, with a president and 4 members; (3) a court of appeals, with a president and 6 members, and (4) a committee of 8 members. The first three bodies have to do with individual disputes, their functions being indicated by the terms used to designate them. The committee of eight is for the supervision of apprenticeship relations and factory hygiene. In all these bodies the membership is equally divided between representatives of employers and representatives of workmen.

In addition, now, to the above organization of the court there is a central committee composed of two delegates from each council's committee of eight, one representative each of employers and of workmen. One of the functions of this central committee is to act as a board of conciliation in case of threatened or existing strikes. The brief provision for such cases was part of article 74 of the law of 1897. This directed that whenever a strike was threatened, before its declaration the party intending to make it should inform the president of the department of commerce and industry, who should summon forthwith the central committee and delegates in equal numbers from the employers and workmen involved. The central committee, presided over by the president of the department of commerce and industry, was to endeavor then to arrange a settlement by conciliation, and a report of the proceedings was to be made to the council of state. The two brief paragraphs containing the above provisions were repealed by the special law of 1900; but, as will be seen in the account of that law ^(b), certain functions in collective disputes are still assigned to the central committee.

The Vaud law of November 26, 1888, amended by act of November 25, 1892, follows the Geneva law and makes the same provision for conciliation in collective disputes through the agency of the central committee.

^a This law may be found in the *Annuaire de Législation Étrangère* of the French Society of Comparative Legislation, vol. 27 (1897), p. 634.

^b *Infra*, pp. 455, 456.

The laws concerning industrial courts of February 16, 1892, in Lucerne and of February 1, 1894, in Bern do not follow quite so closely the Geneva model, none of the German Cantons, in fact, having patterned so closely after the Geneva law as the French Cantons. In both Lucerne and Bern there is the same division of industries into groups with a council or branch for each as in the Geneva arrangement; but in neither is the body which is to act in case of strikes made up as in Geneva, there being in neither a permanently organized body therefor. In Lucerne the conciliation board for collective disputes is composed of all the "conciliation committees" of the various councils, the conciliation committee of each council consisting of two members and corresponding exactly to the conciliation bureau of the Geneva court.^(a) For conciliation purposes the general president of the court, who also acts as president of each council, summons the committees when necessary. In Bern,^(b) on the other hand, the conciliation board consists of a committee of from five to fifteen members, appointed from their own number by the general assembly of the court, which includes the members of all the councils, the assembly being called together for this purpose by the general president of the court as occasion requires.

Geneva has one industrial court, Vaud four, and Bern and Lucerne each one, which are authorized by the above provisions to intervene in collective industrial disputes. It does not appear, however, that any considerable activity in this field has been developed by any of them. In some cases courts have intervened. Thus the Bern court in 1896 mediated in four collective differences, arranging a settlement in three;^(c) but, on the other hand, the Geneva court, the largest and most important of the seven, had not accomplished so much but that a special law upon the subject was passed in 1900, and the provision for its intervention (except as a court of appeal as noted below) was abolished.

SPECIAL LAWS FOR COLLECTIVE DISPUTES.

Much more important here than the incidental provisions above noted are the two laws in Basel-Stadt and Geneva and a decree in St. Gallen dealing exclusively with collective disputes.

BASEL-STADT.

When the Canton of Basel-Stadt established industrial courts in 1889 no provision was made for collective disputes, but this class

^a Cf. *supra*, p. 449.

^b The Bern law in French may be found in the *Annuaire de Législation Étrangère*, vol. 24 (1894), p. 595.

^c According to an account in *Der Grütliker* of September 30, 1897, as quoted in the *British Labor Gazette*, 1897, p. 297.

of differences was dealt with by a law of May 20, 1897.^(a) This brief statute of six articles provides for conciliation only. It prescribes that in case of disputes which either have produced or threaten to produce a stoppage of work the council of state of the Canton, either upon the request of one of the parties, or in grave cases on its own motion, shall appoint a board of conciliation consisting of an equal number of employers and employees either from among those directly concerned or from others in the same line of industry, with a president who must be either a member of the council of state or a disinterested person. If the dispute concerns a single establishment, the council of state may direct one of its members or some other disinterested individual to act alone as conciliator. Requests for conciliation must be addressed to the president of the council, and that officer decides in what cases the Government shall intervene upon its own initiative. Upon receipt of a report of the negotiations from the president of the board of conciliation the Government shall publish a notice (*a*) when conciliation is refused by one or both parties, showing the principal reasons for refusal; (*b*) when the conciliation is successful, giving the essential points of the agreement; (*c*) when the agreement reached before the board is repudiated by one or both parties, showing the nature of the agreement and the chief reasons for its rejection. Everything in the procedure is entirely voluntary for the parties, except so far as the announcement by the Government of the course taken by them may bring the pressure of public sentiment to bear.

Down to the year 1902 the Basel-Stadt law of 1897 was applied in but a single instance, in 1899. Beginning with 1902, however, there has been more frequent resort to the law, as indicated by the following summary, which shows both the number of disputes in which resort was had to the act and the results of proceedings therein:

TOTAL DISPUTES ACTED UPON AND NUMBER SETTLED UNDER BASEL-STADT LAW, 1897-98 TO 1905.

Year.	Total cases (disputes).	Disputes settled.	Year.	Total cases (disputes).	Disputes settled.
1897-98.....			1904.....	6	3
1899.....	1	1	1905 (<i>a</i>).....	6	2
1900-1901.....			Total.....	19	11
1902.....	3	3			
1903.....	3	2			

^a January to May.

From the reports of the results of proceedings in the various cases, published by the council of state as required by the law, the following facts appear. For one of the 1905 cases a partial report only is at

^a Published in the Bulletin de l'Office du Travail (France), 1897, p. 404.

hand, which accounts for the uncertainty in that case noted in one or two instances below.

In the case which occurred in 1899 the employers were petitioners for application of the law, but in all the others, save possibly the one in 1905, for which full report is not at hand, the work people applied for the appointment of conciliators under the law.

It is not clear from the reports in how many of the disputes stoppage of work occurred, but at least 11 out of the total 19 cases were strikes, and the request for application of the law in 7 of these was not made until after the suspension of work. In 3 cases the application was made before, but strikes followed, while in 1 case (the 1905 case, for which only partial report is at hand) whether application was before or after strike does not appear. The 11 settlements include 9 of the above strike cases.

The procedure followed was essentially the same in all the cases. In each instance the council of state, in response to the application received from one of the parties, appointed one of its own members to conduct the conciliation proceedings and be president of the board. This member then took the necessary steps for the formation of a conciliation board or conference. In three instances, in addition to a member of the council as president of the conciliation board, the council named one or two other members to act with the president on the board. It is not clear from the reports in just how many cases there was formal appointment of a board by the council of state or in how many the procedure was in the nature of a conference of the parties' representatives before the members of the state council as conciliator. It appears, however, that in either case the parties' representatives were designated in the first instance by the parties themselves, whether with or without formal appointment by the council afterwards.

Out of 18 cases for which full reports concerning the matter are at hand, in 15 cases conferences of representatives of the parties under the presidency of the members of the state council were held. In the other 3 cases no conferences were held because of the opposition of the employers, who in two instances refused to name representatives, while in the third case their representatives announced at the first meeting that the employers had decided to treat only with their own workers and not with the union, which was party to the proceedings. Of the 15 cases in which it is clear that conferences were held, in 8 the representatives of the parties came to an agreement which ended the dispute, while in 7 no agreement could be reached. In 3 of the cases in which a settlement was effected the first conferences resulted in failure and the council published the required report to that effect. Afterwards, second proceedings and conferences were *instituted, twice at the instance of the council of state itself, and once*

by joint agreement and request of the parties, who after the first procedure had come to an agreement on much the same terms as had been arranged by the representatives at the first conferences, but which had been rejected by the employers, and who wished for a conciliation board under the law to receive, record, and publish the agreement. All three of these second proceedings resulted in final settlements, though the last mentioned, reckoned as a settlement in the table above, should be regarded, perhaps, as only a partial settlement under the law.

In another case, however, the Government instituted a second procedure under the law, which resulted, like the first, in failure. This is the 1905 case above alluded to, for which report of the first proceedings is not at hand. In the second proceedings no conference of the representatives was held, but two members of the council of state, delegated for the purpose, held interviews with the parties' representatives separately, but could not secure from them sufficient concessions to make a settlement possible.

ST. GALLEN.

In 1902 the same method of conciliation as that just described for Basel-Stadt was adopted by the Canton of St. Gallen, in a decree issued by the council of state under date of February 25.^(a) The only changes made in the Basel-Stadt plan touch no essential features, and consist in provision that the Government may intervene in the absence of application from the parties only upon request of local, municipal, or district authorities instead of directly upon its own motion, and in a provision that the president of the conciliation committee, named by the council of state, shall make up a list of members subject to the approval of the council, instead of all being named directly by the council. One or two minor details are added by the St. Gallen decree, specifying that in making up committees the wishes of the parties are to be considered so far as possible, that decisions are to be reached by majority vote, and that reports of proceedings are to be signed by all the members.

The annual reports of the council of state of St. Gallen show that under the above decree of 1902 there was intervention during that year in 4 strikes, during 1903 in 3 strikes, and during 1904 in 3, or a total of 10 for the three years. The reports do not show the details of procedure, save that in the 1902 cases intervention was requested three times by workingmen and once by employers. As to results, intervention under the decree brought about settlements twice in 1902

^a Published in full in the Bulletin de l'Office International du Travail, Nos. 4-5, 1902, p. 175.

and once in 1904, or three times altogether, while 1 case in 1902 was settled by the parties before the representative appointed by the council could take action.

GENEVA.

A far broader and much more radical measure than the Basel-Stadt law was the act of February 10, 1900 ^(a), in Geneva, which went into effect on March 21 of that same year, and which has since been revised by act of March 26, 1904. ^(b) The revision of last year, which went into effect on May 28, 1904, did not change the general features of the system laid down in the 1900 act, though adding or altering some details. So far as modifications of importance were made by the revision, they are noted in the following description of the system:

The Geneva law embodies a general method of negotiation between employers and employees, which, in the absence of any special agreement, may be followed both for the arrangement of the conditions of labor when there is no dispute and for the settlement of disputes when they arise. Three distinct stages in such negotiation are provided for, viz, (1) a conference of delegates representing the two parties, (2) in case of disagreement in such conference, mediation between the delegates for the purpose of conciliation by an outside agency, and (3) where such conciliation fails, arbitration.

The parties to a negotiation under the law are, where such exist, the employers' and employees' associations, which have been duly registered and whose rules have been approved by the council of state, which approval is to be granted only upon the condition (a) that an association's rules contain nothing contrary to law and especially nothing infringing the freedom of labor; (b) that all members of the trade shall have the right to become members of the organization, except that general conditions of admission or exclusion may be prescribed, provided they are not of an arbitrary character; (c) that its executive committee shall be elected by majority vote of the members; and (d) that its rules may at any time be amended upon the demand of a majority of the members. The original law of 1900 made no mention of any limitation upon the right of membership, the qualification above noted having been added in 1904. So far as trade organizations do not exist the parties to an agreement under the law shall be all employers and workmen who have been regularly engaged in the trade for more than three months within the Canton, and who respond to the call of the council of state for an assembly, as specified below.

^a May be found in the Belgian *Revue du Travail*, 1900, p. 615, or in the *Annuaire de Législation du Travail*, 1900, p. 837.

^b May be seen in the *Revue du Travail*, 1904, p. 1099, or *Bulletin de l'Office International du Travail*, third year, p. 309.

For conferences to determine upon wages and labor conditions, where the parties are organized, the employers' associations and the trade unions shall elect delegates in separate assemblies convened for that purpose. In trades where either party is unorganized the council of state shall call these assemblies upon the written request of one-fifth of those members of either class who are entitled to vote for members of the industrial court of the Canton, or "in urgent cases" the council of state may call such assemblies upon its own initiative, this last provision for the initiation of proceedings by the Government itself in the case of unorganized trades being a feature added to the law in 1904. Each assembly is to elect 7 delegates, unless by agreement a smaller number be fixed, and alternates; which delegates must be persons who have been engaged in the trade in question for at least twelve (formerly eighteen, under the act of 1900) months within the Canton.

The delegates so chosen are to meet in conference "with as little delay as possible," as a clause of the 1904 act orders. They shall decide questions by a three-fourths vote of all the delegates, such decisions to be signed by those voting for them and embodied in a report, of which each party's delegates shall have a copy, and one copy each shall be filed with the industrial court and the department of commerce and industry.

Wage scales and conditions of employment thus determined are to remain in force for a stipulated period not to exceed five years, and are to continue in force from year to year thereafter until one party or the other withdraws from the agreement, in which case notice of withdrawal must be given at least one year in advance, as a rule. The delegates may, however, by mutual consent make the duration of the agreement and the notice required less than a year, but in any case, until a new agreement is made, the old one shall remain in force.

When a conference as above described does not result in an agreement, upon written request by either party the council of state shall appoint one or more of its own members as conciliators, who shall summon a meeting of the employers' and workmen's delegates and endeavor to bring them to the required agreement of three-fourths of their number. If these conciliators fail in their efforts they shall report the failure to the central committee^a of the industrial court. In addition to this duty of acting as conciliator upon appeal of parties whose delegates have failed to reach an agreement, the council of state is given power, whenever a dispute arises in any trade, to initiate conciliation proceedings itself, and in such cases it shall call upon the parties to name delegates in the same manner as above described for cases in which the parties initiate proceedings. If in

^a Cf. *supra*, p. 449.

Reports published by the Geneva department of commerce and industry ^(a) show the following facts concerning the operation of the above-described Geneva statutes.

Down to 1905 neither law had been applied for the settlement of a strike or lockout, but there were seven cases of their application in other differences. Up to the 15th of October, 1903, the law of February 10, 1900, was invoked six times for the establishment of working schedules, namely, once in 1900, once in 1901, thrice in 1902, and once in 1903. In all of these intervention by the council of state occurred at the request of one of the parties, the application coming once from an employers' association and in the other cases from workers and, save in one, from workers' unions.

The full procedure laid down in the law for both conciliation and arbitration was carried out in all six cases. That is, in each instance the council of state designated one of its members as conciliator, who endeavored to bring the parties' representatives to an agreement, but without success. Thereupon the case went to the central committee of the industrial court for arbitration and a final decision was rendered, signed in each case by the representatives of the parties and the officers of the central committee. These decisions were put in the usual form of working schedules. In one the terms of employment were fixed for one year, in one for three years, in two for four, and in two for five years unless altered in accordance with the law's provisions.

The reports at hand do not indicate how many employers' or workers' unions had submitted their statutes to the council of state for approval, as provided in the arbitration law. But during the year 1904 there were 8 such—2 employers' associations and 6 workers' unions—all of whose rules, with modifications in some cases, were duly approved.

Only one case of the law's application in industrial differences is reported for 1904. In this, request for intervention came to the council of state from the workers. A member of the council was duly appointed as conciliator, and his efforts resulted in the unanimous adoption by the parties of terms formulated by the president of the department of commerce and industry. This case is notable as the first in which a settlement under the law was reached by conciliation.

ITALY.

LAW OF JUNE 15, 1893.

The only provision made by law for the settlement of strikes in Italy is in connection with the statute governing industrial courts

^a Applications de la Loi du 10 Février, 1900, published in 1903, and general port of the department for 1904, pp. 242-245.

bearing date of June 15, 1893.^(a) The general system closely resembles the French councils of prudhommes,^(b) which have served as models for nearly all similar institutions in Europe. The courts are established by royal decree for a given district, and are composed of equal numbers of representatives elected by employers and workmen, respectively, with a president appointed by the Government. There are two divisions in each court—the one a board of conciliation and the other a court of arbitration—the principle of equal representation of the two industrial classes being preserved in both. The board of conciliation is ordinarily composed of the president and two members, and the court of arbitration of the president and four members, but in especially serious cases the president may designate two additional members to act on the board of conciliation.

The procedure in case of individual disputes includes, first, an effort by the conciliation board to bring about a voluntary agreement between the parties personally appearing for that purpose, but if this fails the case goes to the arbitration court where a compulsory decision is rendered. There is no special section of the law devoted to collective disputes. They are brought definitely under the jurisdiction of the courts, however, by the inclusion, in the list of subjects of which the board of conciliation may take cognizance, of questions concerning future wages and hours of work. But such questions are expressly excluded from the jurisdiction of the arbitration court, except as the parties may agree to refer them to that body. Arbitration, therefore, as well as conciliation is voluntary in such cases.

SETTLEMENT OF DISPUTES UNDER THE LAW.

Up to 1897 no court had acted in a collective dispute. For 1897, 1898, and 1899 the record was as follows:

TOTAL STRIKES AND NUMBER OF INTERVENTIONS BY INDUSTRIAL COURTS, ITALY, 1897 TO 1899.

[Compiled from an account of the Italian courts by Prof. C. F. Ferraris, in *Das Gewerbegericht*, August, 1901, *Verhandlungs Beilage*, p. 330. The figures for number of strikes are from the annual report on strikes for 1899 by the minister of agriculture, industry, and commerce, as summarized in *Sociale Rundschau*, Vol. II, part 2, p. 343.]

Year.	Number of courts in active existence.	Interventions in strikes.				Total strikes.
		Total number.	Successful.	Unsuccessful.	Settled by the parties.	
1897	28	1			1	217
1898	32	11	9	1	1	256
1899	39	4	4			259
Total		16	13	1	2	732

Five of the 13 settlements (3 in 1898 and 2 in 1899) were reached by conciliation, while in the remainder (6 in 1898 and 2 in 1899)

^a Published in French in the *Annuaire de Législation Étrangère*, vol. 23 (1893), p. 300.

^b The Italian title of the courts is precisely the same—"Collegi di probi viri."

arbitration decisions were rendered. In the one case of failure a decision was given but the workmen refused to abide by it and continued on strike. In the strikes settled by the parties, agreements were reached while the issues were before the court for decision."

The quarterly returns of the work of the Italian industrial courts given in the *Bollettino dell' Ufficio del Lavoro* (first published in 1904), show the records of the courts as to intervention in collective disputes for the year 1904. In each quarter from 32 to 42 courts (32 in the first quarter, 35 in the second, 42 in the third, and 37 in the fourth) sent in reports of their work, out of some 60 in existence (59 in the third quarter and 63 in the fourth). All, however, reported no cases of intervention in collective disputes, save one in the fourth quarter, which attempted to settle a strike by conciliation, but without success. Monthly statistics of industrial disputes published by the bulletin show a total of 377 strikes which occurred in the Kingdom during the same year. This record for 1904 would indicate, therefore, that the activity of the courts in connection with collective industrial disputes has not increased, and apparently has decreased since 1899. Certainly very meager results have been achieved under the provision of the Italian law for intervention in such cases.

DENMARK.

ACT OF APRIL 3, 1900.

Denmark has not provided by law any procedure for settling industrial disputes, but an act of April 3, 1900,^a conferring certain powers upon private courts of arbitration deserves a brief notice. In the agreement between the employers' association and the trade unions, which terminated the lockout in the building trades of Denmark in 1899, a special provision was inserted whereby all questions as to infringement of the agreement were to be settled by the court of appeals of Copenhagen. But the decision of such questions was to lie with that court only—

until such time as there shall be established by law a permanent arbitration court (invested with the same authority as the ordinary courts of the country for deciding upon evidence causes brought before it), with power to determine finally matters of dispute between the employers and workmen represented by their respective central organizations.

This arbitration court shall consist of 7 members, of whom each of the parties will elect 3, who are not members of the committee of the organization in question; the chairman shall be elected by these 6, and must be one of the jurists of the country.

^a Published in French in the *Bulletin de l'Office du Travail* (France), Vol. VII (1900), p. 725, and in the *Annuaire de Législation du Travail*, 1900, p. 427.

As soon as this arbitration court has been established, it will take the place of the court of appeals in all matters concerning the above agreement.^(a)

The Danish Government did not see fit to set up the court contemplated in the above passage from the agreement, preferring to leave its establishment to the parties who founded such a court January 27, 1900. To this court, however, the Government lent its sanction and aid through the passage by the Folkething of a law bearing date of April 3, 1900, which was proposed by the minister of the interior.

The act, which is drawn in general terms, provides that power to summon witnesses may be conferred by royal decree upon any arbitration tribunal charged with settling questions concerning the fulfillment of agreements made between a general association of employers and a general organization of workingmen. In order to receive this power, however, it is required that the arbitration tribunal shall be located in Copenhagen, and that its president shall possess all the qualifications required by law of a permanent judge of an ordinary court, and before the president can act he must receive from the minister of justice a certificate that he possesses these qualifications. The rules as to the admission of witnesses and the obligation to testify are to be, in general, the ordinary rules in civil cases. The power conferred by the royal decree may be withdrawn whenever the organizations or the tribunal established by them undergo any essential modifications, or when the president of the tribunal no longer possesses the above-mentioned qualifications, or when the power conferred has given rise to abuses. The associations are required to give immediate notice to the minister of justice of any change in the terms of their agreement.

SETTLEMENT OF DISPUTES BY THE ARBITRATION COURT.

The following facts as to results in practice under this Danish court of arbitration are taken from an account published in the *British Labor Gazette*.^(b) The law conferring power to summon witnesses was drawn in general terms, but contained such conditions as practically to limit it to the court already referred to, which grew out of the great lockout of 1899, and which was established jointly by the General Danish Employers' Association and the Danish Trade Union Federation. Certainly up to the end of 1903, at least, no other court of arbitration had acquired the power provided for by the law. The jurisdiction of the one court, which was particularly contem-

^a The agreement in full may be seen in the Bulletin of the New York State Bureau of Labor Statistics, Vol. I, p. 198.

^b February, 1904, p. 38. The account is based on information compiled in the labor department of the British Board of Trade or on notes furnished by the British vice-consul at Copenhagen.

plated by the act, however, is very wide, as indicated by the fact that most of the local organizations of employers or work people of the Kingdom have become affiliated with one or the other of the two general organizations which set up the court. Thus, out of a total of 1,213 trade unions, with 88,098 members, in Denmark in 1903, no less than 989 unions with 64,621 members were affiliated with the Trade Union Federation. ^(a)

Up to the close of the year 1903 the court of arbitration had rendered 7 awards, 4 in 1900 and 1 each in 1901, 1902, and 1903. In 5 cases the employers were the plaintiffs, in 1 the trade unions, while in 1 case each party lodged a complaint against the other. The subject in dispute was in 4 cases strikes which had been illegally declared, in 1 case the refusal of the men to work with nonunionists, in 1 an illegal lockout, while in the remaining case dock laborers had struck in sympathy with firemen who were on strike and the employers had declared a lockout against all of the dock laborers. Four decisions were in favor of the employers, 2 in favor of the unions, while in the seventh case, in which both parties had complained, both complaints were declared to be without cause.

NEW ZEALAND.

LAW OF AUGUST 31, 1894, AND AMENDMENTS.

New Zealand holds the distinction of having first put compulsory arbitration to the full test of practical application. This she did in her first law dealing with the peaceable settlement of industrial disputes, the Industrial Conciliation and Arbitration Act, 1894, bearing date of August 31 of that year. This act, in both its framing and its passage through Parliament, was almost entirely the work of one man, Mr. W. P. Reeves, the then minister of labor for the colony. The measure was first introduced by him in 1892 and was the outcome of a study of the problems brought forcibly to view by the great maritime strike of 1890, which devastated New Zealand as well as the Australian colonies.

Before it became law in 1894 the bill twice passed the lower house of Parliament, only to be so amended by the upper chamber as to eliminate all compulsion and the arbitration court, and stood the test of a general election as part of the policy of the administration supporting it.

The debates upon the measure in Parliament turned almost entirely upon the question of compulsion, the policy of the opposition being to accept the voluntary features of the law, but to reject compulsion.

^a Cf. the German *Reichs-Arbeitsblatt*, September, 1904, p. 591.

This, however, was precisely the point which the author regarded as most vital and upon which he refused to make any concession, so that the law finally passed was essentially the same as the bill first introduced. Parliament passed it not so much through conviction that it would succeed as out of willingness to give the system a trial. The author frankly admitted that the law would be an experiment pure and simple, but maintained that it was well worth trying and urged Parliament to enact it and then, if it proved a failure, they could repeal it. "Very much in that temper," states the author, "Parliament allowed it to become a law."^a

According to Mr. Reeves at no time during the contest for its passage did the measure "arouse the least enthusiasm or attract very much public attention."^b The general public took no particular interest in it. Of the two industrial classes most directly concerned in such a law the employers opposed it throughout. The trade unions, however, took up the measure and gave it their support unwaveringly. This support of the work people seems to have been born of their hope of securing by legislative reforms what the crushing defeat suffered by organized labor in the maritime strike had left them powerless to gain by their own strength.

The original law of 1894 was amended by acts of October 18, 1895, October 17, 1896, and November 5, 1898. In 1900 all earlier laws were replaced by a consolidating statute, the Industrial Conciliation and Arbitration Act, 1900, approved October 27, which further amended the system, and this law has been amended by acts of November 7, 1901, September 4, 1903, September 24, 1903, November 20, 1903, and November 8, 1904. In the following summary the essential features of the system as it is at present are set forth, with notice of such important changes as have been made since the original law of 1894.

It may be noted in passing that numerous sections of the New Zealand law closely resemble similar provisions in the South Australian act of 1894 and in the New South Wales law of 1892, being in many cases the same, verbatim. The more important features which thus appear to have been borrowed from those statutes are provisions for the registration of unions and industrial agreements such as are found in the South Australian law and provisions for industrial districts and clerks of awards such as are found in the New South Wales law. But, passing by any comparison with those two colonies as to details, the prime features of the New Zealand system may be grouped under the following heads:

^a National Review, vol. 30, p. 366.

^b Ibid., p. 365.

ADMINISTRATION.

The general administration of the act is in the hands of the minister of labor. The machinery for conciliation and arbitration consists of local boards of conciliation and one general court of arbitration. The colony is divided by the governor into "industrial districts," for each of which he appoints a clerk of awards. In each district is a board of conciliation composed of three or five members. The chairman is chosen by the other members, one-half of whom are employers elected by the employers' associations in the district which have registered under the act, and one-half employees elected by the registered trade unions in the district, unregistered organizations having no voice in the matter whatever. The elections of members are under the direct supervision of the clerk of awards, and detailed directions therefor are prescribed in the act. The chairman must be "some impartial person." The term of office of both members and chairman is three years. In case the registered organizations neglect or refuse to elect members or the members fail to elect a chairman, such members or chairman may be appointed by the governor. The jurisdiction of these permanent boards in any district is not exclusive, as special boards may be appointed for special cases. Until 1901 such boards were to be appointed whenever all parties to a dispute applied therefor. But the amendment of that year requires their appointment upon the application of either party alone. A special board, when constituted and chosen in the same manner as a regular district board, possesses all the powers of the latter, but its term of office expires with the settlement of the dispute for which it was created.

The court of arbitration for the whole colony consists of three members appointed by the governor—one from nominations made by the registered trade unions in the colony, each union presenting one nominee; one from similar nominations made by the registered employers' associations; while the third, who is president of the court, is chosen directly by the governor from the judges of the supreme court of the colony. In case employers or workers fail to make nominations within a month after request therefor, or if persons duly nominated decline to act, the governor shall appoint members directly.

Amendments of the law made in 1903 provide for the appointment of "acting," or alternate, members in addition to the regular members, by requiring that each industrial union shall nominate two persons, and from such nominations made by the employers' and workers' unions, respectively, the governor shall appoint two persons, one as "member" and the other as "acting member." No provision is made for an alternate president. An acting member, representing employers or workers, as the case may be, takes the

place of the regular member for the same class whenever the latter, by reason of illness or otherwise, is unable to attend a sitting on the date fixed therefor and it appears that he will continue to be unable to attend for seven days thereafter. The acting member is summoned to duty by the president, when the latter is informed by the clerk of the regular member's inability to attend as above, and his duties cease when the regular member notifies the clerk of his ability to resume his duties, provided that if the acting member be at the time employed on the hearing of a case he shall continue as member until such hearing is completed. The amendment of 1904 extended the functions of acting members by providing that they shall act in place of the regular member for any case in which the latter is a party to the dispute or proceedings, and if in such a case there is no duly appointed acting member who can attend and act, then the governor may, on the recommendation of the president, appoint a fit person to act for that case in place of the regular member.

The term of members of the court is three years. Its officers are appointed by the governor. The compensation of members of boards and of the court and of the chairmen of boards consists of fees for time while sitting and traveling expenses. The president of the court, being salaried as supreme court judge, is allowed traveling expenses only, under the act.

PROCEDURE.

To refer a dispute for settlement under the act, application by either party to the clerk of awards is all that is necessary. Prior to the amendment of 1901 disputes ordinarily were required to go first to procedure before a board of conciliation, the only exceptions to this being cases where the parties had made an agreement to go direct to the court of arbitration or where the dispute was in a district in which no board had been established, in which cases it could be referred to the court. Now, however, a party to any dispute is able to carry it either to a conciliation board or to the arbitration court direct, as the 1901 amendment provides that at any time after reference to a board has occurred and before the hearing has begun either party may require that the case be transferred to the court of arbitration. As will be seen later, this change was made because in practice it was found that a majority of the cases went up to the court of arbitration in spite of proceedings before boards.

Once a dispute has been referred to a board or the court, pending the final settlement, anything by the parties in the nature of a strike or lockout or the discontinuance of the relation of employer and employed on account of the dispute is unlawful. The amendment of 1901 adds that the dismissal of any worker or discontinuance of work by a worker shall be deemed to be a misdemeanor under this sec-

tion, unless the one charged with the default shall satisfy the court that the dismissal or discontinuance was not on account of the dispute. Previous to 1900 no penalty was prescribed for infringement of this prohibition, but the consolidation act of that year makes any union or any person "committing or concerned in committing" such default liable to a penalty not exceeding £50 (\$243.33), recoverable in a summary way before the court of arbitration.

Boards of conciliation are to investigate cases referred to them and make every effort to bring the parties to an amicable settlement. If they are successful in this, the terms are to be put in the form of an industrial agreement under the act, which agreement is compulsory to the extent and in the same manner as awards of the court of arbitration.^(*) If, however, the parties can not be brought to the execution of such an agreement, the board is to "make such recommendation for the settlement of the dispute, according to the merits and substantial justice of the case, as the board thinks fit."^(b) This recommendation is to be filed with the clerk of awards within two months, as a rule, or at the most three months, of the time when the application for a hearing was filed. The decisions of boards are by majority vote, the chairman, however, having no vote except in case of a tie. A quorum consists of the chairman and one-half of the members, including one representative each of employers and work people.

At any time before a board's recommendation is filed any of the parties may by memorandum agree to accept it, whereupon the recommendation as soon as filed operates as a compulsory industrial agreement. At any time within a month after it is filed if any of the parties are willing to accept the same in whole or with modification, they may file an industrial agreement or memorandum of settlement to that effect, either of which carries full compulsion with it. Finally, at any time within the month the way is also open to any party, by application to the clerk of awards, to refer the case to the court of arbitration for settlement, but if no such application for reference to the court is made at the end of the month the board's recommendation operates as an industrial agreement with full compulsion. It will be seen thus that even settlements by conciliation before the boards must result in terms which are compulsory. This necessary result was made a part of the system by the consolidation act of 1900. Before that settlements by conciliation could be put into either voluntary or compulsory agreements at the option of the parties, and a board's recommendation was never binding of itself, though the parties could, of course, incorporate it in an industrial agreement if they chose.

^a Such compulsory agreements under the law may be made at any time by direct negotiation of employers and employees.

^b Act of 1900, sec. 53 (7).

When cases are taken to the court of arbitration, not less than three days' notice of hearing must be given to the parties, and within one month, as a rule, of the beginning of the hearing the court's final award must be made, which is then to be filed with the clerk of awards of the district wherein the case arose. A majority vote of the court is sufficient for an award. If one member fails to attend without good cause shown, the other member and the president are competent to act as a full court, the president's decision being final in case of a division of opinion. No award, or the proceedings of the court in making it, can be "challenged, appealed against, reviewed, quashed, or called in question by any court of judicature on any account whatever." (^a)

Both the boards of conciliation and the court of arbitration are given full powers to compel the presence and testimony of witnesses and parties, and to enter and inspect premises and interrogate any persons therein. The court has power also to compel the production of books and papers, and may even allow their inspection by parties, but no information so gained may be made public. In cases involving technical questions each party may nominate an expert to sit as a member of a board or of the court. Parties may appear before either body in person or by representatives, though neither party may be heard by counsel except with the consent of the other. The failure of either party to attend except for good cause shown is, however, no hindrance to the proceedings. Hearings of board or court are to be public as a rule, but may be private if either body so decides.

A few fees, incidental to proceedings under the act, are required of parties, the law leaving their size to be fixed by the governor of the colony. The court of arbitration may in its award apportion the costs of proceedings before it between the parties or direct one to pay costs to the other, such costs not to include any counsel fees. The general expenses of administering the law are met by annual appropriations of Parliament.

ENFORCEMENT OF AWARDS AND AGREEMENTS.

As indicated above, proceedings under the New Zealand system to-day must end either in an industrial agreement or an award, both equally compulsory. Before the consolidation act of 1900 agreements or awards were to remain in force simply for the period specified in them, which should not exceed three years for agreements and two years for awards.^(b) But the law of 1900 enacts that both agreements and awards shall continue in full force, notwithstanding the

^a Act of 1900, sec. 90.

^b The act of 1900 makes the term which may be specified in an award three years, the same as for agreements.

expiration of the period specified in them, until, in case of the former, a new agreement or an award, in case of the latter, a new award has been made.

Agreements are enforced in precisely the same manner as awards. Whenever a breach of an award is committed by any party to the award, the registrar of industrial unions or the factory inspector in the district affected by the award may apply to the court of arbitration for its enforcement. Since the first law of 1894 three important changes have been made in this matter. Originally it depended upon the parties alone to move for enforcement. In 1900 power to initiate proceedings therefor was given also to the registrar. In 1901 it was further provided that factory inspectors "might" institute proceedings for the enforcement of agreements, awards, or orders of the court. Finally, in 1903 (by the amendment of November 20), every factory inspector and every mining inspector in the colony was made an "inspector of awards" under the arbitration law and "charged with the duty of seeing that the provisions of any industrial agreement or award or order of the court are duly observed," and for this duty were given the power to require employers and employees to produce for their examination wages and overtime books and the same power to enter and examine premises and make inquiry of persons therein as inspectors of factories have under the factories act.

Upon application for enforcement the court may dismiss the case or may impose such fine, not exceeding £500 (\$2,433.25), upon the offending party as it deems just. A certificate by the court specifying such fine may be filed in any civil court of competent jurisdiction, and shall thereupon operate as a final judgment of such court. In the execution of such a judgment the property of a party may be seized, and if that of a union is insufficient its members are individually liable for the difference up to but not exceeding £10 (\$48.67) apiece. Before 1898 the determination of infringements and imposition of fines was not in the hands of the arbitration court, but was delegated to certain of the regular civil courts of the colony. By the amendment of that year, however, the court of arbitration, which has always been the sole authority in the making of awards, became the sole authority also for their enforcement.

In the November amendment of 1903 are two provisions designed to prevent the defeat of an award through combined action on the part of employers or workers, or through the dismissal of employees by employers. The one of these (sec. 5) provides that—

If during the currency of an award any employer, worker, industrial union or association, or any combination of either employers or workers, has taken proceedings with the intention to defeat any of the provisions of the award, such employer, worker, union, association, or

combination, and every member thereof, respectively, shall be deemed to have committed a breach of the award and shall be liable accordingly.

The other provision (sec. 6) specifies that—

Every employer who dismisses from his employment any worker by reason merely of the fact that the worker is a member of an industrial union, or who is conclusively proved to have dismissed such worker merely because he is entitled to the benefit of an award, order, or agreement, shall be deemed to have committed a breach of the award, order, or agreement, and shall be liable accordingly.

JURISDICTION.

The law enumerates the matters which may be the subject of disputes under it, but suffice it to say that no subject of industrial disputes outside of indictable offenses is beyond the law's jurisdiction. In 1900 an attempt was made to overthrow the arbitration court's authority to deal with the question of preference to unionists over nonunionists in employment.^(a) The employers in a case made application to the supreme court of the colony to prevent the arbitration court from awarding preference in employment to the unions involved, on the ground that that question was beyond the jurisdiction of the arbitration court. The supreme court decided against the employers, who then carried the matter to the court of appeals, only to find the authority of the arbitration court again sustained. In the chief justice's opinion it was declared that "every kind of possible dispute that can arise between an employer and his workmen" was within the scope of the law.^(b) Concerning the particular subject involved in this appeal, Parliament left no further room for question by mentioning it specifically in the consolidation act as under the jurisdiction of the law.

All industries are under the law. Previous to 1900, however, just what the term "industry" included was not clear. In 1899 and 1900 the arbitration court decided that a grocers' assistants' union and a tram drivers' union could not bring cases before it on the ground that the sale and distribution of merchandise and the transportation of passengers were not industries within the meaning of the law.^(c) This decision, which turned entirely upon the definition of the word "industry," was criticised at the time, however, as being too narrow, and the act of 1900, together with the amendment of 1901, swept

^a Cf. Report of the New Zealand Department of Labor, 1900, p. iii.

^b Awards, Recommendations, Agreements, etc., made under the Industrial Conciliation and Arbitration Act, published by the New Zealand Department of Labor, Vol. I, p. 305.

^c Awards, etc., Vol. I, pp. 275, 279.

away this restriction and put the broadest possible interpretation upon the term by specifying as included under it "any business, trade, manufacture, undertaking, calling, or employment in which workers are employed," and defining "workers" as "any person of any age or either sex employed by any employer to do any skilled or unskilled manual or clerical work for hire or reward."^a

All government departments are specially exempted from the law, except that the government railways are under the jurisdiction of the court of arbitration in the same manner as private industries, but not within the jurisdiction of boards of conciliation.^b

The law's jurisdiction extends not only to disputes within any given industry touching the conditions therein, but covers also disputes between employers and work people in "related industries." Industries are "related," according to the terms of the act, when they are "so connected that industrial matters relating to the one may affect the other. Thus, bricklaying, masonry, carpentering, and painting are related industries, being all branches of the building trade, or being so connected as that the conditions of employment or other industrial matters relating to one of them may affect the others."^c The governor of the colony may from time to time declare industries to be thus related, or in the case of any particular dispute the court of arbitration has power to declare industries related. The inclusion of this class of disputes under the law is an extension of jurisdiction made by the act of 1900. Its effect is to enable employers or work people in one industry to demand of those in other industries such conditions as shall not injure the conditions secured in their own trade, and the statute expressly stipulates that even though such a dispute were between a labor organization and employers none of whose employees were members of the union it would be within the law's jurisdiction.

One limitation upon its jurisdiction is fundamental to the New Zealand system, namely, its restriction to disputes involving labor organizations registered under the arbitration law. Organization of labor is, in fact, the foundation of the system. The title of the original law of 1894 was "An act to encourage the formation of industrial unions and associations, and to facilitate the settlement of industrial disputes by conciliation and arbitration," and though the first half of that title was dropped by the amendment of 1898, the statute now, as formerly, begins with provisions for the registration

^a Act of 1900, sec. 2.

^b The original act of 1894 included government railways, as now, but a change in their administration from commissioners to a minister took them out from under the law until the consolidation act of 1900 expressly included them again under the new form of administration.

^c Act of 1900, sec. 23 (2).

of unions. These follow closely, as before indicated, similar provisions in the South Australian arbitration law,^(a) and their purpose is the same, namely, to enable unions to put themselves under the jurisdiction of the law and to make them responsible bodies for the purposes of compulsory agreements and awards. Registration is absolutely voluntary, but a registered union becomes, for the purposes of the arbitration act, "a body corporate by the registered name, having perpetual succession and a common seal until the registration is canceled."^(b) It may hold real estate, sue and be sued, and its officers may sue any member for fines and dues.

The above statement that the law applies only to disputes in which unions registered under it are concerned, is true now and has been since the act of 1900. Before that the law covered also disputes involving any union registered under the Trade-Union Act of 1878. Registration under this latter act, which is entirely voluntary, simply enables unions to hold real estate and makes the trustees of a union's funds responsible therefor to the organization, and, so far from increasing a union's responsibility, expressly exempts it from any legal liability under agreements and exempts its members from any liability for dues. As will be seen below, in connection with the subject of extension of awards, the New Zealand system does at present involve, under certain conditions, the enforcement of awards upon unions registered only under the Trade-Union Act of 1878 and not under the arbitration act. But since 1900 only the unions registered under the latter law may bring disputes before the boards or court, and it has always been true that only such may have a voice in naming the members of such boards or court. While the privileges of the system, so to speak, are thus limited to those work people who are organized and who register their unions under it, it is made easy for the unorganized to secure those privileges since any 7 of them may form a union and register under the law.^(c)

The same provisions for organization and registration apply to employers as well as work people, any two persons,^(d) even a single firm with two members, being sufficient to register under the act as an employers' union. The fact of registration, however, makes no difference whatever as to the jurisdiction of the law over employers, the unregistered being just as free to refer disputes for settlement and as

^a Cf., pp. 536, 537. The only important variation from the South Australian provisions lies in the omission of fines, summarily recoverable before magistrates, for the infraction of a union's rules by its members.

^b Act of 1900, sec. 7 (1).

^c The law of 1894 made the number 7, which was changed to 5 by the amendment of 1895 but restored to 7 again by the act of 1900.

^d The number was originally 7, but was reduced to 5 in 1895 and finally to 2 in the act of 1900.

subject to awards as the registered. The one difference in the status of the two under the law lies in the fact that only registered employers may vote for members of the boards and court.

EXTENSION OF AWARDS.

The parties to proceedings before the court of arbitration and those who are subject to its awards are not necessarily the same under the present law. Originally awards were compulsory simply upon such of the parties to proceedings as were named in it. But a most important extension was given to the jurisdiction of awards by the consolidation act of 1900 and the amendments of 1901 and November 20, 1903. The law of 1900 provided in the first place that awards "by force of this act shall be binding upon every registered union and every employer who, not being original party thereto, is at any time while the award is in force connected with or engaged in the industry to which the award applies within the industrial district to which the award relates."^a Taken by itself, the language of this provision would seem to have but one possible meaning, namely, that an award always covers throughout its term the entire industry and industrial district in which it is rendered, no matter how many of those in the industry or district may have been parties to the proceeding before the court. But the secretary for labor, in his 1904 report,^b states that opinions concerning this provision, even legal opinions, are decidedly at variance. "Some read this section," says the secretary, "as implying that only those employers cited in the award are under its provisions, holding that it is unfair to bind a person who has not received notice that he was pecuniarily interested in the case. Others hold that the section binds all employers in the district, whether cited or not, whether original parties or not, and that the unfairness lies on those who would bind certain employers and leave others free to pay what wages, etc., they choose."

The secretary stated also that there had even been cross-rulings in the court of arbitration on the subject, but a decision given by the court on May 27, 1904,^c puts beyond question the later attitude of the court on the question, and shows that its position, which, so far as actual practice is concerned, is, of course, controlling, considerably modifies the apparent meaning above noted. The court holds that under the provision quoted an award does bind automatically any employer who, after the award has come into existence, enters upon business in the industry to which the award relates, but that in respect of those already engaged in the industry before the reference, an

^a Act of 1900, sec. 86 (3).

^b Report of the New Zealand Department of Labor, 1904, p. v.

^c Awards, etc., V, p. 190.

award applies only to such as were cited as parties to the proceedings. Because of the importance of the question involved, the grounds for this decision of the court are worth noting. These were not found in the provision itself—the court conceding “that, looked at singly, it is widely enough worded to include in terms persons already engaged in the industry”—but in general considerations of justice and of the general scheme of the arbitration law. “If this subsection,” said the court, “is to be read as binding a person who was not made a party to the proceedings, its operation is manifestly unfair and contrary to all our ideas of the proper mode of forming binding judgments. It is the first and most important rule insisted upon by all courts of justice that all persons who are to be bound by a judgment shall have an opportunity of being heard before it is pronounced.”

Examining the statute, therefore, to discover whether such a palpably unfair provision must nevertheless be accepted, the court found on the contrary that all the necessary proceedings down to the actual rendering of an award are binding solely on the parties cited, and are “substantially the same as those to obtain a judgment of any court acting in personam;” that the award “when formed has the nature and characteristic of a judgment between the parties, resembling in this respect other classes of statutory awards with which our law is familiar;” and throughout the rest of the act “nothing is found to lead to a suggestion that an award is either in the nature of a judgment in rem binding all persons, whether parties or not, or of a law binding a particular industry and the parties engaged in it without naming them.” Therefore, since the legislature could have made its meaning perfectly clear by a few words, if it had intended that parties should be bound without being named, it must be concluded that it purposely abstained from using these words. The court held that the position of the employer coming into a district to start business was quite different, declaring that “the language of the section aptly and without unfairness” applied to him, since “it is no hardship to enact that any person who enters into business shall be charged with the duty of ascertaining what awards are in existence affecting that business just as he finds himself obliged to inquire as to all acts of Parliament and all other incidents affecting it.”

Interpreted in the light of this decision, the above-quoted provision for extension of awards to all the employers in the given district means that the court may, if it sees fit, cite all the employers of a district in a given industry as parties to any proceeding for an award in that industry.

In the second place, as to extension of awards, since the act of 1900 awards are to some extent binding upon unorganized working people through a provision that awards “by force of this act [act of 1900,

sec. 87, subsec. 3] shall also extend to and bind every worker who, not being a member of any individual union on which the award is binding, is at any time whilst it is in force employed by any employer on whom the award is binding," and any breach of an award by such a worker is punishable by a fine not exceeding £10 (\$48.67) in the same manner as though he were a party to the award.

Finally, in the third place, under the consolidation act of 1900 and the amendment of November 20, 1903, awards may be extended so as to cover the whole of an industry throughout the colony. Such extension may be made only when an award "relates to a trade or manufacture the products of which enter into competition in any market with those manufactured in the industrial district where the award is in force." (^a) The law of 1900 specified in addition, as necessary condition for such extension, that a majority of the employers and of the unions in the industry should be already bound by the award, but the 1903 amendment swept away this condition, leaving the court free to extend an award beyond an industrial district at its own discretion. Application may be made to the court to extend an award by any party bound thereby. Thirty days' notice of such application shall be given to all other parties who will be affected by the extension and objection may be made by any of the latter, which objection shall be heard by the court in the industrial district whence it comes.

In respect to extended awards the act of 1900 observed the general limitation of the law to labor organizations registered under it and permitted extension, as above indicated, only to such unions. The amendment of 1901 carries the matter much further by putting all trade unions registered under the Trade-Union Act of 1878 under the same provisions. So that now an award in a given industry necessarily binds all unions registered under either law which are within the district, and may be extended to all such within the colony. This, as well as the above-noted application of awards to unorganized employees, manifestly involves for the New Zealand system now, as before 1900, the enforcement of awards upon work people who have put themselves in no such position of responsibility as is involved in the quasi incorporation of those registered under the arbitration law. The same thing is also involved in another provision of the 1901 amendment, which permits trade unions under the 1878 act to make industrial agreements enforceable under the arbitration law, which was also true prior to 1900.

Two other additions to the power of the court in fixing the jurisdiction of awards were made in 1901. One of these permits an exception to the general rule that awards shall apply throughout an

^a Amendment of November 20, 1903, sec. 4.

industrial district by allowing the court to limit an award's operation to a city, town, or part of a district, but in such case the court may afterwards, on application from any employer or union registered under the arbitration act within the district, extend the award to any person, employer, or registered union in the district. The other addition provides that where workers engaged upon different trades are employed in the general business of one employer the court may make an award covering the whole or any part of the business, provided due notice has been given to all the registered unions engaged in any branch of it.

DEPENDENCE UPON ATTITUDE OF ORGANIZED LABOR.

This fact has been indicated already, perhaps, but will bear emphasis, as it is absolutely essential to a correct idea of what the New Zealand law attempts to do. There is nothing in the system requiring the settlement of disputes under it if neither employers nor work people so desire. One party at least must be favorably disposed and refer its disputes to it if it is to be operative at all. But more than this, the one party which must be favorable is the work people. Employers are within the law's jurisdiction whether they choose to be or no, and must, therefore, submit to proceedings under it if the workers so will. But the work people are subject to the system only as they are organized and their unions register under it, which is a purely voluntary matter for them. Manifestly, therefore, until organized labor chose to register, the system could never come into operation, however much employers or the Government might desire its use. But it is equally true that after labor organizations have once registered and the system is in operation its continuance in use is also dependent upon their will, for any union is free to cancel its registration at any time except during actual proceedings under the law in which it is concerned. Such cancellation would not, indeed, free it as a body or its members individually from the binding force of agreements or awards already made, as the law expressly declares; but it would free them from the possibility of future awards or proceedings and would limit the force of those already made to three years or less, as that part of the law making awards and agreements binding beyond the term specified in them reads that they shall so continue "except where * * * the registration of an industrial union of workers bound by such award (or agreement) has been canceled." (^a) The New Zealand compulsory arbitration law is absolutely dependent for its operation, therefore, upon a favorable attitude toward it on the part of organized labor.

^a Act of 1900, sec. 24 (4), and 86 (1) (d).

OPERATION OF ARBITRATION SYSTEM.^(a)

The law went into operation slowly. It was in force from January 1, 1895, but it was not till May, 1896, that a dispute was referred for settlement under it. Meanwhile, however, the colony had been divided into seven industrial districts, the arbitration court had been appointed, and conciliation boards formed. In case of the latter it was necessary in several instances for the governor of the colony to exercise the power conferred upon him by the act and fill vacancies by direct appointment, employers having failed to elect their members.

REGISTRATION OF UNIONS.

The table below shows the number of unions registered under the arbitration law for the alternate years since the law went into force:

MEMBERSHIP OF EMPLOYERS' AND WORKERS' UNIONS, NEW ZEALAND, 1896 TO 1904.

[Figures for 1896 to 1902 compiled by Dr. Victor S. Clark from returns to Parliament by the registrar (Bulletin of the United States Bureau of Labor, No. 49, p. 1226); for 1904, Annual Report of Department of Labor, 1904, p. viii.]

Year.	Number and membership of registered unions.					
	Employers' unions.		Workers' unions.		Total.	
	Num-ber.	Member-ship.	Num-ber.	Member-ship.	Num-ber.	Member-ship.
January 1, 1896	1	15	75	8,230	76	8,245
January 1, 1898	12	849	103	12,515	115	13,364
January 1, 1900	33	^b 11,586	133	14,481	166	^b 26,067
January 1, 1902	68	1,824	219	23,768	287	25,592
March 31, 1904	106	3,080	296	27,640	372	30,720

^a The following are the chief sources which have been used in the preparation of this part of the report, all of these being either official New Zealand documents or reports of official or private investigations made in New Zealand by investigators from other countries. The first six are the most important sources for the subject:

New Zealand Department of Labor, Awards, Recommendations, Agreements, etc., made under the Industrial Conciliation and Arbitration Act, published in annual volumes.

New Zealand Department of Labor, Annual Reports.

The Monthly Journal of the Department of Labor.

Judge Alfred P. Backhouse's Report of the Royal Commission of Inquiry into the Working of Compulsory Conciliation and Arbitration Laws, Sydney, New South Wales, 1901.

Report of the Royal Commission Appointed to Investigate and Report on the Operation of the Factories and Shops Law of Victoria, presented to the Parliament of Victoria, Australia, in 1903, pp. xiv-xxvi.

Victor S. Clark, Ph. D., Labor Conditions in New Zealand, in Bulletin No. 49 (November, 1903) of the United States Bureau of Labor, being the results of an official investigation for the Bureau made by the author in New Zealand.

W. P. Reeves, The Long White Cloud, pp. 386 et seq.

H. D. Lloyd, A Country Without Strikes (1900 ed.).

Sidney and Beatrice Webb, Industrial Democracy, Introduction to 1902 edition, pp. xlv et seq.

^b Shareholders in companies included.

Labor organizations registered in considerable numbers very soon after the law went into effect. Sixty-one such unions registered during the first nine months under the law, and its author, Mr. W. P. Reeves, asserted in Parliament that they represented the "pick and flower of the labor of the colony."^(a)

The increase in number of registered labor unions was about the same from 1898 to 1900 as it was from 1896 to 1898, but represented a much smaller gain in the total membership of registered unions. The large gain, both in number and membership of registered trade unions from 1900 to 1902, was due in part to a rush to register by those in transportation and mercantile trades as soon as the passage of the act of 1900 put beyond question the jurisdiction of the law over them. Taking into account this special reason for growth in registration by labor organizations from 1900 to 1902, it can not be said that the last two years, 1902 to 1904, show any weakening of the inclination of the laboring class to support the system, as indicated by their enrollment of themselves within its jurisdiction by registration, but rather the contrary, if comparison be made with the years prior to 1900.^(b)

Employers, in contrast to work people, were slow to actively support the system by registration. But while only 12 employers' associations were registered three years after the law went into force, succeeding years have shown a wider tendency of this class to register, and the increase in the number of their registered unions was greater in the last two than in any preceding two years.

A few local or national federations of unions have been registered under the law. Thus, in 1904 there were 17 such, of which 14 represented workers and 3 employers.^(c) Most, if not all, of their constituent unions, however, were registered individually.

The increase in number of registered unions shown in the table above is net, as there have been some withdrawals from registration. Dr. Victor S. Clark^(d) gives figures based on the registrar's returns to Parliament, which show that for 1896 to 1902, 43 unions were dropped from the rolls, 26 by voluntary cancellation and 17 by allowing their registration to lapse.

Just what proportion of the work people and employers in the colony are now registered under the law it is impossible to say. Judge Backhouse, the New South Wales commissioner, who was in New Zealand in 1901 to investigate the working of the system, reported that then there was "still a large number of the workers" and

^a Lloyd, *A Country Without Strikes*, p. 32.

^b A somewhat different opinion, expressed in the report of the Victoria commission (p. xxi), is erroneous, due to the incorrect figures there used.

^c See list of unions registered up to September 30, 1904, in the October, 1904, *Journal of the Department of Labor*.

^d *Bulletin of the United States Bureau of Labor*, No. 49, p. 1226.

arbitration award. This is a far different result from that hoped for by the author of the law, who expressed the opinion in Parliament, when the bill for the original act was being debated, that ninety cases out of one hundred would be settled by the boards. ^(a) Comparing one year with another, the actual number of cases settled by the boards increased slowly throughout the period covered by the table above, but the proportion of settlements to total disputes referred shows no marked increase save that in the last three years it was considerably higher than in 1898, which, however, appears to have been an exceptional year. The percentage was but slightly higher for 1900 than for 1899, and for 1901 was no higher than the year before.

The proportion of settlements effected by the different boards varies considerably, as indicated by the following table given by Doctor Clark, which shows the number of disputes settled by the board and the number settled by the court in each district down to June 30, 1902:

DISPUTES SETTLED BY BOARDS OF CONCILIATION AND BY THE ARBITRATION COURT IN EACH DISTRICT, NEW ZEALAND, APRIL, 1896, TO JUNE 30, 1902.

[From Bulletin of the United States Bureau of Labor, No. 49, p. 1191.]

District.	Number of cases settled—		
	By board.	By court.	Total.
Auckland.....	19	17	36
Wellington.....	5	41	46
Canterbury.....	10	40	50
Otago and Southland.....	16	41	57
Westland.....	4	4	8
Total.....	54	143	197

Several causes have contributed to the failure of boards to settle a larger proportion of disputes. One connected with the constitution of the boards lies in the fact that being permanent and consisting of but five members they are frequently called upon to consider disputes in trades with which few or none of their members have any intimate acquaintance, and that the assistance of experts for such cases as provided in the law is costly and slow. As the secretary for labor put it:

Much time is now wasted when, say, a tailor, a baker, a butcher, and a carter, with a clergyman or lawyer in the chair, have to decide on technical points of dispute concerning, say, bootmakers, wharf laborers, or printers. ^(b)

It would seem that special boards appointed as disputes arose, for which the law has always provided, would have met such difficulties. But as a matter of fact no such special boards have ever been called in. The requirement (prior to the amendment of 1901) that both

^a Cf. Lloyd, *A Country Without Strikes*, p. 30.

^b Report of the New Zealand Department of Labor, 1900, p. iv.

parties must consent to the naming of such a board may have hindered their utilization and it is said (^a) that the work people have objected to them for fear that those who served on them would be blacklisted by employers and that there has been opposition on the ground that after a dispute has developed the parties are likely to name for members strong partisans, so that no conciliation could be hoped for from such boards. Another reason given for the non-employment of special boards is that too much effort is required to put into motion the cumbersome machinery for constituting such boards. (^b)

A second obstacle to the success of boards has to do with the character of the members elected to them. According to Judge Backhouse (^c) the chairmen of some boards have lacked entirely the qualities of tact, impartiality, etc., requisite for the position, and some of the members have considered it proper to champion one side or the other in disputes in a partisan manner both within the board and outside. Still worse, it appears, according to the same authority, that disputes have even been fomented by members in some instances with a view to securing the fees allowed them for each sitting of the board. (^d)

A third handicap upon the work of boards has been the style of procedure adopted by some of them. (^e) Instead of informal conference there has been formal argument by each side after the manner of arbitration proceedings, which would seem to have been the result of attaching more influence to formal recommendation by the board than to facilitating conciliation between the parties themselves.

Fourth, the failure of employers, in large measure, to register under the law and elect members to the boards has been a source of weakness, pointed out by both Judge Backhouse (^a) and Mr. Reeves. (^f) In these cases members are named by the Government, but such would naturally have less influence with employers than members named by themselves. (^g)

Finally, in the fifth place, many cases have been foredoomed to failure in the boards because one or other of the parties intended from the outset to carry the case to the court of arbitration, whatever the

^a Judge Backhouse, report of the New South Wales commission, p. 12.

^b Clark, Bulletin of the United States Bureau of Labor, No. 49, p. 1195.

^c Report of the New South Wales commission, p. 11.

^d Cf. also Clark, Bulletin of the United States Bureau of Labor, No. 49, p. 1190.

^e Cf. Judge Backhouse, report of the New South Wales commission, p. 12, and Reeves, *The Long White Cloud*, p. 390.

^f *The Long White Cloud*, p. 389.

^g Cf. also report of the Victoria commission, p. xiv.

boards' recommendations might be. The secretary of labor reported in 1898 that "much time is now wasted" before boards on just such cases, and again in 1900 pointed out the same difficulty.^(a) So far as employers have taken this attitude, it would seem to have arisen from distrust of the boards, inspired by the causes above noted. The same consideration may also have influenced work people in this matter, but it would appear that the motive to such action with them has been to a considerable extent entirely different, and goes back to the fact previously noted that appeals to the law frequently occur when there is no special controversy on between employers and employees, and simply for the purpose of securing uniform regulations or "common rules" in a trade, or to try for some betterment of conditions by proceedings under the law. For either of these ends what would be sought would be an award of the court, for whatever that granted would necessarily be binding, while nothing could be gained before a board to which the other party did not agree, especially prior to 1900, when no recommendation of a board was of itself binding. It may be added that the large power to extend awards conferred on the court by the acts of 1900 and 1901 would seem to offer greater inducement than ever to use the law for the establishment of "common rules," and hence to aim solely at securing court awards.^(b)

Over against the above unfavorable side of the boards' record it may be noted in their favor that in the period to 1901 they after all disposed successfully of more than one-fourth of the disputes referred for settlement under the law. Judge Backhouse, after his investigations, expressed the opinion that the boards, "as a whole, had done much good work," and found that some of them were "held in the highest repute." He points out that even in cases sent to the court the proceedings before the board were frequently far from useless, as they had involved a thorough threshing out of the facts, which proved of great assistance to the court later, in some cases the boards' recommendation being practically adopted in the award, and quotes the opinion of the president of the court in 1901 to the effect that the boards are a "very necessary" part of the system. To this may be added the statement of the secretary of labor, writing in 1902, that—

So carefully and well have conciliation boards in many cases worked in this colony, so many are the occasions in which they have wiped out dozens of disputed points (leaving a few only for the arbitration court), sifted evidence, and given recommendations only requiring adoption by the higher court, that very many, if not the

^a Report of the New Zealand Department of Labor, 1898, p. v; 1900, p. iv.

^b The proportion of cases carried to the court was, in fact, as previously noted, higher in the year ended June 30, 1901, than in any other year save 1898, and the law of 1900 went into force in October, 1900.

majority, of people who have really studied the subject would view the abolition of the boards with regret.^(a)

Notwithstanding all that could be said for the boards, experience with them and their failure to settle more than one in three disputes early led to proposals to amend the law with reference to them, some of which advocated their total abolition. Out of these came the amendments already noted,^(b) by which (1) in 1900 the recommendations of boards were made compulsory unless appealed from; (2) since 1901 special boards are to be appointed whenever one party so desires, and (3) since 1901, also, it is possible to pass the board entirely and begin the case in the court. The second of these, it will be seen, is aimed at the first of the difficulties in the work of boards above mentioned and is calculated simply to increase the chances of successful conciliation; but the other two are of very different significance, and so far from facilitating conciliation they are both designed solely to enlarge the arbitration possibilities of the statute, inasmuch as formal recommendation of a board unconditionally compulsory, unless appealed from, amounts practically to an arbitration award.

Doctor Clark ^(c) reports that opinion in New Zealand "as to the wisdom of practically superseding the boards is divided, and neither workingmen nor employers are agreed as a body on the subject," and cites a great many opinions from a variety of sources illustrating this diversity of view. He notes, however, the interesting fact ^(d) that it was the employers who were responsible for the amendment of 1901, permitting direct reference to the court without recourse to the boards, and that they insisted on its passage against the opposition of the labor politicians.

WORK OF COURT OF ARBITRATION.

Experience has revealed no such difficulties as to constitution and procedure in case of the court of arbitration as have been noted in the record of the conciliation boards. Judge Backhouse found "generally the greatest satisfaction expressed" with the composition and proceedings of the court. The later report of the Victoria commission put on record its opinion "of the high character of this arbitration court and of the care and thoroughness with which its varied duties are carried out." It will be recalled that a justice of the supreme court of the colony, as chairman, is always the final

^a Report of the New Zealand Department of Labor, 1902, p. v.

^b *Supra*, pp. 464-466.

^c Bulletin of the United States Bureau of Labor, No. 49, p. 1192.

^d Noted also in the report of the Victoria commission, p. xv.

authority in the court of arbitration, and the New South Wales commissioner found that all parties most emphatically approved of this, and that it was agreed that no other than an active member of the supreme court bench, the highest court of the colony—no judge appointed purely for the purposes of the arbitration law, from whatever class—could so acceptably fill the position of president of the court. This was the verdict after experience under five different justices in the position. Favorable testimony also concerning the two members chosen by employers and work people is given by the Victoria commission to the effect that "it is admitted on all sides that the two lay members have invariably exercised their functions with strict impartiality as well as ability, and have thus given the public confidence in the industrial law which they assist to interpret."

The law left the court entirely free to choose its own mode of procedure. In general it may be said that directness and simplicity have characterized it. Primarily, of course, the proceedings consist of hearings for the ascertainment of facts and the formulation of awards; but to this arbitration work the court has added much in the way of conciliation, its regular practice being to aim at an understanding between the parties as well as an equitable decision, for which purpose it is not unusual for the president of the court, at the request of parties, to confer with them outside of hearings. Judge Backhouse reports (^a) that frequently the court's conciliatory efforts bring the parties to an understanding, in which cases manifestly the awards are practically accepted before they are rendered.

Counsel are permissible by the law only as both parties consent thereto. As a matter of fact such consent has been rare, the workers especially objecting, and as a rule the cases are conducted entirely by the parties' representatives directly concerned. The Victoria commission suggests as the reasons for this objection to counsel the tendency of their employment to prolong and increase the cost of proceedings before the court. To the general practice of excluding counsel the court has made an exception in proceedings for enforcement of awards, on the ground that the necessity of settling legal points in such cases makes hearing of counsel desirable, although the employees are opposed to it even in such cases.

The court's large powers as to the production of books and documents have been so exercised that Judge Backhouse could report that he found no serious objection to it on the part of any employer with whom he spoke. The point at which the gravest abuse of the court's power could occur, namely, allowance of inspection of books by parties, is closely guarded by the court, if one may judge by the defini-

^a Report of the New South Wales commission, p. 14.

tion of its position in this matter given by the president in May, 1901, to the effect that—

A very strong case would have to be made by any party before the court would allow the books of an employer to be inspected by any other person. It is, of course, impossible to say that the court would in no case exercise its discretion, but the principle on which the court will act will be that no inspection of books produced to the court will be allowed to any of the parties unless the court is first satisfied that such inspection is absolutely essential in the interests of justice, and that it will be only in cases of the most extreme necessity that such power will be exercised.^(a)

Doctor Clark reports that in practice the court visits the offices of employers when it is necessary to inspect a firm's books, and that information so obtained is in the confidence of the court. The same investigator notes also that the court customarily avails itself of its right to enter and take evidence in work places in order to ascertain the conditions of work in an industry. The provision for calling in expert assistants the Victoria commission reports is seldom availed of by the court, and the commission intimated that experience with them had not encouraged their use, instancing a case in 1902 in which the court, in announcing its decision in a bookbinders' dispute, said:

The court has experienced very considerable difficulty in reference to making its award in this dispute. It had to call in the help of experts; but, unfortunately, the experts have disagreed upon every item, instead of assisting the court to arrive at a decision.^(b)

One serious practical difficulty in court proceedings has developed in later years through the growth of the court's business to such an extent as to cause much delay in the disposition of cases. Although the law (sec. 84, act of 1900) provides that the award shall be made within one month after the court begins a case "or within such extended time as in special circumstances the court thinks fit," instances were reported to the Victoria commission (1902) in which nine to twelve months had elapsed between the hearing of a dispute and the award. The Report of the Department of Labor for 1903 (p. iv) points out this congestion of the court's work, remarking that—

The court has made herculean efforts to overtake the large number of cases brought before it, and has been incessantly in motion from one end of the colony to the other; but the variety as well as the importance of the subjects engaging its attention have prevented the delivery of awards with the celerity which suitors awaiting decisions with anxiety naturally desire.

^a Quoted by Judge Backhouse, report of the New South Wales commission, p. 15.

^b Report of the Victoria commission, p. xvii. Cf. also Report of the New Zealand Department of Labor, 1902, p. 5, and Awards, etc., III, p. 349.

And the report for 1904 (p. iv) states that—

There are continual complaints made as to the delays in hearing cases caused by the accumulation of work in the arbitration court.

Several causes have contributed to increase the amount of work to be done by the arbitration court. In the first place, besides the natural increase in number of references, which was to be expected as the law became known and more fully applied to the disputes naturally arising in the industrial world, it appears that, as noted more fully later on,^(a) the very possibilities of the law itself have incited to the creation of issues simply for the purpose of securing a reference under the law and invoking its powers.

As already indicated in the table showing the work of conciliation boards up to 1901,^(b) the number of formal disputes sent up from the boards to the court increased from 7 in the year ended June 30, 1897 to 31 in the year ended June 30, 1901. The summaries of work done by the court, published by the department of labor,^(c) show still larger numbers for 1902 and 1903, since during the fourteen months from April 22, 1901, to June 13, 1902, the court gave hearings in 61 different disputes, and in the next ten months to April 25, 1903, heard 47 disputes, or, proportionately to the length of period, as many as in the preceding fourteen months. The report of the department of labor for 1904 gives a summary of the court's work for the year ended March 31, 1904, but in somewhat different form from that of the two earlier years, so that instead of figures for total disputes heard, comparable with those above, only the number of awards rendered by the court (25) is given.

Secondly, with the increase in number of existing awards and agreements under the law, the number of enforcement cases and cases of interpretation, amendment, or extension of awards or agreements has naturally increased. Enforcement cases have, in fact, increased very greatly in numbers, there having been 12 such before the court in the year ended June 30, 1900, 58 during the fourteen months from April 22, 1901, to June 13, 1902, and no less than 121 during the year ended March 31, 1904. Of interpretation and other cases under the arbitration law, there were 16 in the fourteen months from April 22, 1901, to June 13, 1902, 16 during the ten months June 13, 1902, to April 25, 1903, and 21 during the year ended March 31, 1904.

In the third place the amendment of 1901, which enabled parties to pass boards and refer direct to the court in the first instance, has increased the work of the court either by bringing to it the disputes which might formerly have been settled by the boards or depriving

^a See p. 487.

^b Cf. *supra*, p. 479.

^c Reports of the New Zealand Department of Labor, 1902, p. xxv; 1903, p. xxvi.

the court of the time gained by the preliminary sifting of cases in the boards.^(a) This is the cause given most prominence by the secretary for labor in this connection, his report for 1903 (p. iv), remarking that—

At present, either through the wish to win time and prevent change, * * * or through desire for economy in only appearing once in a case instead of twice, the power of initiating proceedings in the higher court is fully taken advantage of, the conciliation boards have little chance of exercising their functions, and the court has its hands overfull.

In the fourth place, the Workers' Compensation for Accidents Act of 1900 provided that any questions under that law which can not be settled by agreement shall be settled by the court of arbitration in the same way as an industrial dispute. The court heard 17 of these cases in the fourteen months—April 22, 1901, to June 13, 1902; 20 in the next ten months, to April 25, 1903, and 19 during the year ended March 31, 1904.

That the overburden of work in the arbitration court is generally recognized as a serious evil is evidenced by the remark of the secretary for labor in 1904 (^b) that "many resolutions passed by societies and suggestions of private individuals have been sent to the department of labor in the direction of easing the work of the arbitration court by allowing stipendiary magistrates to adjudicate in minor cases of breach of award." Besides the remedy thus proposed the secretary suggests another through the "appointment of another judge of the supreme court, which would, by easing off the work of the court of appeals, sensibly assist the arbitration court," whose president has his share of work to do in the court of appeals as well as in the arbitration court.

The awards of the court are usually put in the form of a schedule, drawn in the same manner as any agreement between employers and employees, to which is prefixed the court's declaration of the parties to be bound by it, the date and length of its term, and the limit of penalties for its infraction. The schedule may include anything from a single item in the terms of employment to, as is frequently the case, all the conditions in detail for a trade.

Thus far nearly all of the court's decisions have been in some measure favorable to the employees. It is impossible, from the nature of the reports, to quote exact figures upon this point, but the secretary for labor is authority for the statement made in 1900 that the employees have gained some advantage in about nine out of ten cases.^(c)

^a Cf. *supra*, p. 486.

^b Report of the New Zealand Department of Labor, 1904, p. iv.

^c Edward Tregear in letter to the Bricklayer and Mason, November, 1900, p. 3.

Mr. Lloyd affirms that where cases concerned increase of wages "the applications of the men for higher wages have been uniformly granted, at least in part."^(a) Mr. Reeves testifies that "most of the decisions have granted concessions of more or less value" to the workmen.^(b) Judge Backhouse's report in 1901 is to the same effect.^(c)

It should be said at once that there is no reason to infer that this result in awards has been due in any degree to a priori prejudice in favor of labor as opposed to capital on the part of the court, or that the latter has been influenced by any other than disinterested considerations of justice and public policy. It must be remembered that the final arbiter of awards is always a member of the highest court of justice in the colony, whose social position and training would in no wise tend to predisposition in favor of the working classes. Further, as a matter of fact no charge of partisan prejudice has ever been laid against the court even by adverse critics, so far as the writer has been able to discover.

So far as decisions have dealt with wages or allied questions the fact that the work people have generally gained some portion of their demands is doubtless due to the fact that the decisions have been rendered in an era of good times, and concessions to the demands of labor have been but the natural result of an impartial consideration of the conditions of a rising market. As the wage question always holds the central place in industrial disputes, a large part of the favorable results secured to employees by awards may be thus explained. But prosperity can not be cited to explain such a result on one notable question of principle rather than remuneration, namely, preference in employment for union members. Yet this claim is constantly coming before the court and in the majority of cases has been conceded in awards. Thus such preference is to be found in 43 of the 67 awards made up to June, 1901, and it has been granted quite as frequently in later years for it was granted in 20 out of the 29 awards filed during the year 1904. This is, perhaps, the most radical position that has been taken by the court and two or three things should be noted in connection with it. In the first place, the court has discriminated between individual cases and has not hesitated to refuse preference where conditions did not seem to warrant it. It has been refused most often on the ground that the unionists asking it constituted a minority of the workers in the trade and Doctor Clark reports ^(d) that the guiding principle of the court seems to be that a union shall

^a Lloyd, *A Country Without Strikes*, p. 132.

^b Lloyd, *A Country Without Strikes*, p. x.

^c Report of the New South Wales commission, p. 25.

^d Bulletin of the United States Bureau of Labor, No. 49, p. 1217.

have the right to preference only "when the members of the union form, if not a literal majority, at least a dominant element in the body of workers employed in the trade under consideration."

Other considerations have also led the court to disallow preference. Thus it was refused in the case of seamen as inimical to good discipline on shipboard; it was refused to a carters' union on the ground that so many different businesses were involved that the employers, who were generally opposed to it, would be unduly embarrassed by granting the preference; in another case it was refused on the ground that the employers affected were in competition with those in other places where the preference would not be in force; and it was denied timber workers and dredgemen, in two different cases, on the ground that it was impracticable because the sawmills or dredges were scattered over wide areas of country, and it would be too great a restriction upon the employers to require them to communicate with the union headquarters some distance away whenever new hands were to be hired. But while these examples illustrate the court's discrimination in this matter, nevertheless it must be said that they are the exceptions after all, and preference is the general rule to the extent of being granted in two-thirds of the awards.

In the second place, to the preference allowed by the court important conditions are attached which appear in certain set clauses regularly employed in awards covering this subject.^(a) Thus the preference holds only "provided there are members of the union who are equally qualified with nonmembers to perform the particular work required to be done, and are ready and willing to undertake it." Then the unions must—

keep, in some convenient place * * * a book, to be called the "employment book," wherein shall be entered the names and exact addresses of all members of the union for the time being out of employment, with a description of the branch of the trade in which such member claims to be proficient, and the names, addresses, and occupations of every employer by whom such member shall have been employed during the preceding one year. Immediately upon such member obtaining employment, a note thereof shall be entered in such book. The executives of the union shall use their best endeavors to verify all the entries contained in such book, and the union shall be answerable as for a breach of this award in case any entry therein shall in any particular be willfully false to the knowledge of the executive of the union, or in case the executive of the union shall not have used reasonable endeavor to verify the same. Such book shall be open to every employer without fee or charge, at all hours between 8 a. m. and 5 p. m. on every working day except Saturday, and on that day between the hours of 8 a. m. and noon. If the union fail to keep an employment book in manner provided by this clause, then and in such case and so long as such failure shall continue any em-

^a The quotations in this connection are taken directly from awards.

ployer may, if he so thinks fit, employ any person or persons, whether a member of the union or not, to perform the work required to be performed, notwithstanding the foregoing provision.

So much to protect the employer. For the sake of the workmen outside the union another regular condition permits the preference only—

if and so long as the rules of the union shall permit any person now employed in the trade in this industrial district and any person who may hereafter reside in this industrial district, and who is a competent journeyman, to become member of such union upon payment of an entrance fee not exceeding 5s. (\$1.22), and of subsequent contributions, whether payable weekly or not, not exceeding 6d. (12 cents) per week, upon a written application of the person so desiring to join the union, without ballot or election, and shall give notice in writing of such amendment, with a copy thereof, to the employers.

Finally, it is the rule that preference, when granted, is not to interfere with nonmembers already employed. In several cases awards have put this in express terms, ordering that the preference clause "shall not interfere with engagements subsisting between employers and nonunionists," and the position of the court upon this point was clearly defined in a ruling by the president in 1900, thus:

Under no award was a man ever forced into a position whereby the employer was compelled to discharge him. Where the unionist got the advantage was when fresh hands were taken on. In a case of pressure, where an employer took on a nonunionist, he was not subsequently compelled in the face of the preference claims to discharge the man to make room for a unionist.^a

Regularly included in awards, both those granting preference and others, is a clause directing that "when members of the union and nonmembers are employed together there shall be no distinction between members and nonmembers, and both shall work together in harmony and shall receive equal pay for equal work." On the other hand, there is a set clause usually inserted in awards in which preference is not granted, providing that the "employer shall not in the engagement or dismissal of workers discriminate against members of the union, nor do anything for the purpose of injuring the union directly or indirectly."

There is one notable exception in the court's practice thus far to the rule that awards granting preference do not permit of the discharge of nonunionists to make way for union members. An award of May 4, 1901, in the boot trade, granted preference, and added:

When a nonunion workman is engaged by an employer in consequence of the union being unable to supply a workman of equal ability willing to undertake the work, at any time within twelve

^a Quoted by Judge Backhouse, report of the New South Wales commission, p. 20.

weeks thereafter the union shall have the right to supply a man capable of performing the work, provided the workman first engaged declines to become a member of the union. This provision shall also apply to those nonunion workmen already employed.^(a)

There is the same provision also in another award in the same industry given September 24, 1903. All the more notable is the exceptional form of preference in both these cases because of the fact that each of the awards applied to the whole colony, being the only colonial awards thus far issued. The only explanation which has been offered for this most radical form of preference is one noted by the secretary for labor in 1904, to the effect that "practically all of the members of the boot trade were unionists when the awards were given." The secretary states also that the 1903 award but ratified the terms of an agreement already settled between employers and employed in the industry. Except for ten nonassociated employers in the 1901 award, the parties named in both awards were simply the national associations, respectively, of employers and workers in the boot trade, and the preference section of the award contains also a clause providing that "on the part of the union preference of service shall be given to members of the employers' federation."

Thirdly, with respect to preference to unionists, it must be remembered that the New Zealand arbitration law was purposely made dependent upon organized labor for its operation and was expressly designed to encourage organization. So that preference to unionists conditioned as above is, after all, simply in line with the general policy of the system.

One apparently quite unexpected effect of the granting of preference to unionists by the court of arbitration has been a movement among New Zealand trade unions to secure a law making preference universally compulsory. The chief reason for the desire for preference by statute in place of that granted by the court of arbitration, as indicated by the secretary for labor,^(b) are, first, that the clause in preference awards specifying that members of unions must be "equally qualified with nonmembers" to perform the work in question really tends to nullify the preference, since the employer is left the sole judge as to such equal competency, and, second, that since, under the arbitration law, it is the unionists who must bear all the responsibility and expense (including the danger of offending employers) of securing improved conditions of employment by bringing cases under the arbitration act, it is only fair that they should have some advantage over the nonunionist, who enjoys the improved conditions without sharing in the costs or risks involved in procuring them.

^a Awards, etc., II, p. 212.

^b Reports of the New Zealand Department of Labor, 1902, p. v; 1903, p. iv.

The movement for compulsory preference for unionists by statute was influential enough in 1903 to secure a motion to that effect in the House of Representatives in the legislative session of 1903, but the motion was defeated, and the secretary for labor reports^(a) that several members who were friendly to the unions voted against the motion on the ground that "the unions would be stronger composed of volunteers united in one cause, as at present, than if composed of conscripts forced to join the union by legal process," and that therefore preference left to the decision of the arbitration court as now was preferable. That the movement for statutory preference is strong among the unions, however, is indicated by a statement of the secretary in the same connection that "at meetings of trades and labor councils and by delegates at the labor conference there has been expressed an intention to work toward making preference for unionists compulsory."^(a)

The chief question handled by the court in making its awards is, of course, that of wages. The fact that the rates it fixes are necessarily compulsory has not relieved the court of the two fundamental problems necessarily involved in determining wages for a given trade and locality—namely, (1) the necessity of allowing for the varying efficiency of individual workers, and (2) the necessity of protecting the employers involved from unequal competition with those not affected by the award. Indeed, the very fact that from the rates it declares there is no appeal tends to increase the responsibility of the court in both directions. How has it met these problems?

In respect of the former the court fixes general rates for a trade, of course, and not for particular individuals, but they are always, in the case of time wages, given as minimum rates. The schedules read that wages shall be "not less than" such and such per hour, week, or day. There is nothing in the law to prevent the court's fixing maximum wages also, but as a matter of fact it has from the first uniformly restricted awards to naming the minima. But while the court's rate for a given occupation reads as the minimum therefor this does not necessarily mean that it is fixed as for the least productive worker only. As a matter of fact the contrary is the case, for it is usual for the awards to specify that "any worker who considers himself incapable of earning" the minimum may be paid a lower wage, which, as a rule, is to be determined either by an agreement of the worker or the employer with the officers of the union concerned in the award, or, if they do not reach an agreement promptly, by the chairman of the local conciliation board, and such lower rate is then permissible for only six months, or until the secretary of the union by fourteen days' notice shall require that his wage be again

^a Report of the New Zealand Department of Labor, 1904, p. v.

fixed in the same manner. This practice of the court, though followed before 1900, received definite sanction in the act of that year by a clause ^(a) specifically authorizing the fixing of minimum wages, with such special provisions for lower rates attached.

But while the court's rates are not fixed as for the poorest workman, neither are they designed for the most productive workers. On the contrary, it is a "fair minimum wage," to borrow a term used repeatedly by the court, for workmen generally in the trade—that is, a rate as for the average worker, which the court fixes, with nothing to prevent those of exceptional efficiency from competing for a higher return for their more productive labor. The attitude of the court with respect to this point is clearly indicated in the following extract from remarks made by the court in connection with an award in 1902, in the case of grocery clerks, a trade in which differences in capacity between individual employees are especially marked. Said the court, apropos of its refusal to classify grocers' clerks and prescribe a rate for each grade:

Merit and ability will always find, in such an occupation as the one we are now dealing with, its legitimate award, and it is not in the interests of either party that in a trade such as this is an automatic rate of payment for those who may have to take the more responsible positions in a grocer's shop should be prescribed by this court. Some reasonable latitude must be allowed for individuality. We have therefore provided a minimum rate of wages for assistants generally, and the rate of payment for those who may occupy positions of a higher responsibility than that of a general assistant we have left to the employer and the particular employee.^(b)

What has been said above as to the court's mode of fixing wages refers to time rates. With piece rates there is, of course, no question of maximum and minimum, and the prices set by the court are the only ones to be paid. But the adjustment of earnings to efficiency is automatic with them, being higher or lower according to the worker's output. It may be noted in this connection that Doctor Clark ^(c) finds that "there appears to be a disposition on the part of the court to discourage this form of payment for services [piecework]," a view which seems to be corroborated by the frequent limitation or entire prohibition of that form of payment in recent awards.

Turning to the second problem mentioned as fundamental in determining wages, the court appears to have clearly recognized the necessity of preserving fair competition between capital in different localities or trades, whatever its notion of the interests of the workers in a particular case might be. Evidence of this is to be found in various opinions expressed by the court, of which the three following

^a Sec. 92.

^b Awards, etc., III, p. 529.

^c Bulletin of the United States Bureau of Labor, No. 49, p. 1215.

may be cited. In a letter to the London Times the first president of the court, Judge Williams, wrote as follows concerning the general point in hand:

It has been justly said that you can not compel a workman to work or an employer to carry on his business under conditions which are intolerable to either. But the duty of the arbitration court is to pronounce such an award as will enable the particular trade to be carried on, and not to impose such conditions as would make it better for an employer to close his works or for the workmen to cease working than to conform to them.^(a)

A very explicit opinion appears in a memorandum filed by Judge Edwards with an award in the engineering trade in July, 1898. The court had declined to grant, among other things, a demand for an increase in wages, and the memorandum thus sets forth the grounds for the refusal:

It was not contested on the part of the union that if the concessions demanded by the union were made prices must be advanced. The evidence, however, satisfies me that it is impossible that there can be any advance in prices which would recoup the additional cost to the employers of conceding the demands of the union, or any substantial part of such cost. The employers are working in competition not only with each other, but with other similar establishments in other centers in the colony, and not only with these, but also with importations.

Quoting then the figures which had been given in evidence by an employer as to the additional cost which the union demands would entail, the judge continues:

No attempt was made to discredit these figures or other similar figures, and I see no reason to doubt that they are substantially correct. Nor was any attempt made to prove, either by cross-examination of the employers or otherwise, that these burdens could be borne by the employers out of their profits. On the other hand, each of the employers who gave evidence deposed that he could not carry on business under these conditions. The claims of the union would bear even more hardly upon the agricultural-implement manufacturers. The evidence showed, in my opinion, conclusively that these manufacturers have to cope with very keen competition from foreign importations, and that this competition is becoming more severe year by year. I am satisfied that the result of granting union demands would, so far as those manufacturers are concerned, result in the bulk of the goods now manufactured by them being imported from beyond the colony, and consequently in the throwing out of employment a large number of men who are now employed in the agricultural-machinery shops.^(b)

Again, in a case in the iron-molding trade in 1899, wherein it had been shown that there was keen competition in the trade between different localities in the colony, Judge Edwards declared that in

^a Quoted by Lloyd, *A Country Without Strikes*, p. 166.

^b Report of the New Zealand Department of Labor, 1899, p. 19.

fixing the wages for the locality concerned in the dispute the court "ought to be very careful not to cause an interference with trade and drive it from one part of the colony to the other, a possibility disastrous to employers and employees alike. * * * It was no doubt a misfortune that they could not take into consideration all parts of the colony and fix a wage for all; not necessarily the same wage, but one that would do justice to the workers while not inflicting injustice on employers; but all they could do in this case at present was to see that, while the men got a fair living wage, the masters were not injured."^(a)

Other expressions of the same tenor might be added, but these are sufficient to indicate the spirit of the court with respect to the limitation referred to. It will be recalled that the desideratum mentioned in the last quotation is precisely what was granted by the consolidation act of 1900, which permits the court to extend awards over the whole of an industry throughout the colony, removing thereby the limitations upon the court's choice in fixing wages so far as competition between different localities within the colony is concerned. On five occasions up to the end of 1904 this power to extend awards had been invoked by the court. Two of these have already been alluded to, namely, the two colonial awards in the boot trade of 1901 and 1903. In both these cases, however, the award was made to apply to the entire industry at the time it was given, all employers in the trade being parties to the reference and the extension in the 1903 award being made "by the consent and express agreement" of both employers' and workers' organizations. Two of the other three cases of extended awards were in the same industry and were for the purpose of extending the two colonial awards just mentioned to the same boot firm in one of the lesser industrial districts. The original awards, it should be explained, read as applying to the four chief industrial districts only, though evidently covering thereby the entire boot and shoe industry of the colony at the time of the 1901 award and being regarded as colonial in character, that for 1903 being expressly referred to as such by the secretary for labor.^(b) Apparently a new boot and shoe business had been started in another district, whereupon the workers' national union applied to the court to extend the award thereto, which, after due notice and hearing, the court did, April 17, 1903, subject to certain modifications in the award for the firm to be affected, to which the workers' union had agreed, and the same extension to the same firm was made in the case of the 1903 award without modification in April, 1904, this time at the request of both workers' union and employers.

The fifth case of extended award is, however, the most interesting,

^a Quoted by Lloyd, *A Country Without Strikes*, p. 134.

^b Report of the New Zealand Department of Labor, 1904, p. v.

because it presents the spectacle of both employers and employees in one section of the colony demanding extension of an award in force upon them to another section, against the combined opposition of both employers and employed in the latter. In 1902 identical awards for the tailoring industry were given by the court in the three chief southern industrial districts of the colony. Competition existed, however, in the markets of these southern districts between the manufacturers there and those in the northern industrial district, where, owing apparently to superior processes of manufacture, piece rates of wages ruled lower than in the south, but employees were able to earn as high or even higher wages than those in the other districts. Both employers and employed in the southern districts, therefore, were anxious to have their awards extended to the northern district, in order to hold for themselves the trade in their own districts. But to this, as naturally threatening to curtail their existing business, employers and employed in the north strenuously objected, and the situation was complicated by the fact that two months before the awards for the southern districts were made the employers' and workers' unions in the tailoring trade in the northern district had filed an industrial agreement under the arbitration act which fixed the conditions of employment in that district. Extension of the awards to this district, therefore, would involve the abrogation to some extent of this perfectly valid agreement under the law. The question of whether under these circumstances the court had jurisdiction to extend the awards was taken up separately by the court, and after hearing arguments by counsel on each side was decided in the affirmative, though the court remarked that—

The question is one of considerable difficulty and importance and is by no means free from doubt, and if we are wrong in law in assuming jurisdiction, the right of the objectors to apply for prohibition exists, our decisions being conclusive only in cases within the jurisdiction conferred on us by the act.^a

This judgment was rendered in December, 1902, and in June, 1903, the question of extension, after due hearing on its merits, was decided. The result was almost a complete victory for the northern district employers and employees. Upon the chief question of piece rates of wages the court declared:

The main question to be decided is whether the Auckland [northern] "log" [scale of wage rates] produces to the Auckland workers substantially the same rate of earnings as the southern "log" does to the southern workers. We have carefully examined the earnings of the Auckland workers and contrasted them with the material supplied to us by the employers bound by the award, and the result is

^aAwards, etc., III, p. 109.

that, in our opinion, the Auckland workers can, under their "log," earn substantially as good wages as the southern workers under their "log." We therefore can not extend the piecework "log" contained in the award to the Auckland manufacturers. The earnings being in each case substantially at equal rates, the Auckland manufacturers are not competing in this respect on unfair terms with the southern manufacturers.^(a)

In the same manner the court found weekly wage rates in the two schedules essentially the same and declined to extend the awards. In the matter of preference to unionists, which was in the awards, but not in the agreement, the court also declined extension, on the ground that preference had been agreed to by the parties in the south for years, but was not an issue in the north. On two points only (save for one formal change of no significance) did the court grant extension, ordering the agreement changed accordingly, viz, the limitation of apprentices, which was in the awards, but not in the agreement, and the award rate of wages for pressers, a class not mentioned in the agreement. Otherwise the court ordered that the agreement should remain in force as it stood.

Finally, concerning the preservation of fair competition between employers, it is the practice of the court under the power to extend awards given it by the act of 1900, to require that a union making a reference shall cite as parties all the employers in the industry within the district who are likely to compete with each other. "It not infrequently happens," remarked the court in 1904, "that the court has to order others to be cited in order fully to protect those already before it, and in doing so the court has hitherto acted on the assumption that this course was not merely desirable, but necessary."^(b)

It remains to note, in connection with the subject of the fixing of wages by the court, how the special provisions made for exceptions to award rates in the case of slow or incompetent workers have worked in actual practice and the effect of award rates upon previously existing higher rates.

Concerning the former point, it appears that the provisions made for incompetent workers have not always worked satisfactorily, and that some hardship has resulted for those workers who are not able to earn the minimum wages fixed by the court awards. This has come about either through the refusal of union officials to grant the necessary permits for lower wages or through the disinclination of employers to employ workers who can not earn the award minimum. As to the refusal of union officers to issue the permits, both the Victoria

^a Awards, etc., IV, p. 177.

^b Awards, etc., V, p. 191.

commission and Doctor Clark found evidence that such refusals had occurred, the former noting that in 1902 the president of the arbitration court took occasion to severely criticize a union for such refusal.

Doctor Clark reports also that it was said that the chairmen of conciliation boards hesitated to override the decisions of union officers in such cases, which would obviously tend to make the appeal to such chairmen, usually provided in the awards, of little value. But Doctor Clark's conclusion, however, is that such refusals have been chiefly in the case of workmen coming as strangers into a locality and that in the case of local workmen "as a rule the unions seem to have been fairly liberal in granting special concessions to real incompetents."^(a) It thus appears that it is the inclination of employers to hire only those able to earn the award rate, and so avoid the inconvenience and practical difficulties of the special proceedings necessary in case of poorer workmen, which has been the chief cause of whatever hardship the incompetents have suffered, and this attitude of employers is noted by both the investigators just mentioned. It is in order to note that the secretary for labor alluding to this question in 1902, inclined to a very optimistic view and, although admitting that it would be "only human nature, as well as good business" for employers to leave out the slow or poor worker, declared that "there has been no proof presented that during the last two or three years—during which most of the awards have been made—any suffering has been caused by the institution of a minimum wage."^(b) Not so favorable as to this phase of the subject, however, is the evidence of Doctor Clark, who found that this "question of the wages of incompetent and slow workers has been one of the most vexatious that has arisen under the arbitration law," and still less optimistic is the opinion of the Victoria commission that—

It is clear that the problem how to effectually protect and provide a livelihood for the slow and inferior worker without impairing or breaking down the principle of the minimum wage has not yet been properly solved in New Zealand.

Concerning the second question suggested above—whether there is any tendency for employers not to pay higher wages than those fixed by the court—the evidence is rather inconclusive. The secretary for labor, writing in 1902,^(b) inclined strongly to a negative answer, asserting that "in practice * * * it is found that the best men leave the minimum wage far behind," and that although it was "true * * * that when a workman leaves his old employer and gets new work he often has to start on a minimum wage," nevertheless, "if he is a valuable man he does not long remain at that rate."

^a Bulletin of the United States Bureau of Labor, No. 49, p. 1211.

^b Report of the New Zealand Department of Labor, 1902, p. iv.

But Doctor Clark, who alone of outside investigators has given especial attention to this question,^(a) points out that such a tendency was recognized by the court in 1902 in the case of two awards, at least, as shown by the court's remarks in one instance, and in another by a clause in the award forbidding employers to reduce the wages of any employee who at the date of the award was earning more than the minimum.^(b) Doctor Clark notes, however, that the relation of maximum wages to award minima varies in different trades and localities, and that the opinions of persons familiar with the working of the law were generally based on knowledge of conditions in a single trade, and therefore differed very greatly upon this subject, as illustrated by a considerable number quoted by him. The results of his own effort at some comparison of award rates with actual rates in certain trades, by means of the wage statistics published in the annual reports of the department of labor, showed that out of 13 cases in which reasonably exact comparisons could be made in 4 the actual maximum paid was the same as the award rate, while in 9 cases the maximum rates exceeded award rates by from 49 cents to \$2.43 per week.

On the question of hours of work the court's awards, though no doubt tending on the whole to shorten hours, appear not to have departed radically from general conditions in the colony prior to the passage of the arbitration law. In 1890 eight hours per day was the prevailing working time in the colony.^(c) An examination of the 30 awards touching this subject in the two years from June, 1899, to June, 1901, shows weekly hours fixed at from 52 to 56 in 3 cases, from 44 to 48 in 25, and at 42 in 2. That is, the prevailing hours in awards were from 44 to 48. Of these, in 16 the hours were 47 or 48, and in 9 from 44 to 46½, but in all but 1 the awards really provided for an 8-hour day (in 3 for 8¼ or 8½), and the difference between the two grades is simply the result of the presence or absence of the Saturday half holiday. The 48-hour week prevailed in awards for factory trades and mining, while in the building trades, through the half day on Saturday, 44 hours prevailed. In this connection it may be noted that the hours of labor of women and minors in factories are by the factory acts limited to 48 per week. The awards of more than 48 hours were for bakers and butchers, trades which have never shared the 8-hour day generally prevalent in the colony. Very similar to the above for 1899 to 1901 are the hours found in the awards of 1904. Thus, of 24 awards in that year which fixed the working time, in one (for compositors) the weekly hours

^a Cf. his account, *Bulletin of the United States Bureau of Labor*, No. 49, pp. 1207-1209.

^b Cf. *Awards, etc.*, III, pp. 41 and 82.

^c *British Royal Commission on Labor, Foreign Reports*, Vol. II, pp. 25, 26.

were 42 (the same as in 2 awards in the same trade before 1902); in 5, all in the building trades, the hours were fixed at 44; in 12 awards (of which 8 were in factory trades), at 47 to 48; in 4 (bakers, carters, shearers, and street railway employees), at 48 to 54, and in 2 (livery employees and cooks and waiters), at 62 to 84. As to the Saturday half holiday it is found specified unconditionally in 10 of the 24 awards of 1904, and is left optional for each establishment in 1 other. It appears in all 6 of the building-trade awards of 1904, and in 5 factory trades the 1 optional case being among the latter. This is much the same general result as in the 30 awards of 1899 to 1901, when the half day on Saturday was granted in all the building-trade awards (8) and in 4 factory trades, or 12 times altogether. The half holiday in factory trades appears, however, relatively more often in 1904 than in 1899 to 1901, having been granted in 5 out of 9 awards in such trades in the former year as compared with 4 out of 13 in the earlier period. According to Doctor Clark, the unions are constantly pressing upon the court for Saturday half holiday, and a movement is afoot to make it compulsory by legislative enactment. Finally, concerning hours in awards, it should be said that while general results touching hours have been as above, the court has considered each case on its own merits, for different hours are found in different awards in the same trade. Thus, to cite a single example, of 5 awards for compositors in 1899 to 1901, in 2 hours were fixed at 42, in 1 at 44, and in 2 at 48.

The last remark, touching the fixing of hours of work, applies also to the question of apprentices and youths in awards. The court has often been called upon to fix their number, and in many cases, though not always, has done so and has frequently prescribed that they shall be indentured for a term of years. But there is no regularity in the limit set in different awards, the number being determined in each case according to its special circumstances. The attitude of the court on this whole question is very clearly and amply set forth in the following, from the court's remarks in connection with an award for grocers' assistants, rendered in May, 1902:

We have been asked to limit the number of youths to be employed in a grocer's shop. We know of no sufficient reason which can justify us in so doing. There are some occupations where it is advisable to limit youths in number. But there are other occupations where no such limit is either reasonable or necessary, and, as we have said on more than one previous occasion, it is our duty to see that the avenues for suitable work are not closed to the youth of this colony. We owe a duty to the boys and to the community, as well as to the adult workers of the colony, and that duty we must perform to the best of our ability. In practically every occupation the regulation of which has been submitted to this court we have been asked to exclude youths beyond a limited proportion to the adults employed. That propor-

tion is generally stated at either one youth to three or one youth to four adults employed. Thoughtful workingmen, we think, must recognize that if their boys are debarred from obtaining suitable employment in trades from which there is no natural right for their exclusion, a wrong is done to these boys, and the difficulties surrounding the bringing up of a family are very much increased. The interests of this colony demand that there must be no improper shutting out from a legitimate means of earning a livelihood the youth of this colony, and we think that we are amply justified, in the interests of the working classes themselves, in again emphasizing this principle. While, therefore, we do not in any way limit the employment of youths in this trade, we prescribe a scale of wages to be paid to them according to age, which we think will prevent any abuse.^(a)

The fixing of a special scale of wages for youths according to age or years of service as in this case, it may be added, is the regular practice of the court in cases where their employment is permitted, and their employment without pay is always prohibited.

ENFORCEMENT OF AWARDS AND AGREEMENTS.

As already noted in another connection, no part of the work of the court of arbitration has grown so rapidly as that which has to do with the enforcement of awards and industrial agreements under the arbitration law. Thus from 12 actions for breach of awards or agreements brought before the court in the year ended June 30, 1900, the number had multiplied to 121, or tenfold, in the year ended March 31, 1904. This increase in enforcement cases, it may be noted, has been entirely in connection with enforcement of awards rather than agreements under the act. Thus the volumes of Awards, etc., show that of cases for enforcement of agreements disposed of by the court there were 6 in the year ended June 30, 1900, 7 in the year and a half ended December 31, 1902, and 1 in the year ended December 31, 1904.

During the period prior to 1898, when the enforcement of awards lay with the regular civil courts, 5 actions for enforcement were brought, 2 of which were dismissed on technical grounds, while in 3 the result was conviction and fines were imposed, but in 2 of these the employers appealed to higher courts.^(b)

Subsequent to the transfer of all such actions to the arbitration court, the most important change in the procedure for enforcement cases was made by the amendments of 1901 and 1903, the first of which permitted and the second of which made it the duty of the factory inspectors to see that awards are enforced. Prior to these amendments the responsibility of moving for proceedings to secure

^a Awards, etc., III, p. 337.

^b These cases were reported in the Annual Reports of the New Zealand Department of Labor. Later enforcement cases are reported in the volumes of Awards, etc.

enforcement of awards or agreements lay with the parties thereto, since the registrar of unions under the act, who was given power in 1900 to institute such proceedings, was obviously in no position to take extensive cognizance of infringements. The motive for the change in 1901 and 1903 appears to have been the fact that often trade union officials shrank from conducting proceedings against an employer for fear of being "blacklisted" therefor.^(a)

The report of the secretary for labor in 1902 indicates the style of procedure which was adopted by inspectors under the 1901 amendment. The report (presented in March, 1902, five months after the amendment) noted that several breaches had been reported to inspectors. In such cases the inspectors, acting under instructions from the secretary, exercised discretionary powers. Instead of at once laying any complaint before the court, the local inspector first investigated the case, and if he found evidence that a breach had been committed made report to the chief inspector for the colony, and then, if so instructed, laid the case before the court. If he found the complaint without basis or trivial, or that evidence to prove the case could not be had, he took no action, leaving the complainants to act or not as they chose. This style of procedure was similar to that followed in cases of breach of the factory acts, but inspectors were not permitted by the amendment to use any of their powers of investigation under the latter in actions under the arbitration law. To this should be added that inspectors have frequently been able to bring about an amicable settlement between the parties of the matter complained of without recourse to the court. Thus, the inspector in Christchurch reported for the year ended March 31, 1904, that out of 40 cases of alleged breaches brought to his attention it was only necessary for the department of labor to proceed against 1 employer in the court; in 4 other cases the parties themselves went to the court by agreement to secure an interpretation of the award in respect of the claims made, while in all the other cases where a bona fide breach of award had occurred the inspector was himself able to effect a settlement agreeable to both parties.^(b)

While it appears that the amendment of 1901 entailed considerable work for some of the inspectors, that of 1903 brought a far larger amount of work, so that the secretary for labor remarked in 1904 that the inspectors "have had their hands full in some districts." The chief deputy inspector reported that during the year ended March 31, 1904, inspectors brought a total of 110 enforcement cases before the arbitration court. The secretary for labor in his 1904

^a Cf. Report of the New Zealand Department of Labor, 1904, p. iv, and Judge Backhouse in report of the New South Wales commission, p. 22.

^b Report of the New Zealand Department of Labor, 1903, p. xlv.

report (p. vi) expressed satisfaction with the working of the 1903 amendment, declaring:

The result of appointing inspectors [factory inspectors as inspectors of awards] fully justifies such appointment, as the operatives have been greatly benefited and protected, not only by the cases actually taken to the court, but by the existence of officers whose duty it is to see that the law is not evaded or abrogated.

The secretary notes that the power given inspectors by the 1903 amendment to examine wages, books, etc., had been of great service, since—

Formerly, even when it was known by documentary evidence to an inspector of factories that the awarded wages were not being paid, he was powerless to use that knowledge for the purpose of the arbitration act, while now, as an inspector of awards, he can do so.

The same style of procedure by inspectors was continued under the larger powers and duties of the 1903 amendment as under the earlier provision, the chief deputy inspector reporting in 1904 that—

Not the least important part of the work in connection with this act [the arbitration act] is the number of personal interviews between the inspectors, employers, secretaries, and members of unions, and these interviews in many cases save endless trouble and annoyance, owing to the advice and assistance given in settling minor disputes and giving clear interpretations on points in question.^(a)

Certain remarks made by the president of the arbitration court on two occasions in 1904 throw considerable light on the condition of things relative to enforcement cases in that year. ^(b) They indicate, for one thing, that the laying of the responsibility for enforcing awards and agreements upon the factory inspectors was no small factor in the increase of enforcement cases in recent years, which has been already noted. In the second place, it appears that the increase was not in cases of serious breach of awards and agreements, but rather in less serious or even trivial cases. "Many of the cases," said the court in one district, "which we have heard during the last few months appeared to be small cases, and a great amount of the court's time has been taken up in investigating matters which appeared to be small matters." And commenting on the large number of cases in another district the court remarked incidentally that "none of the cases here was serious; indeed, some of the breaches were small ones." In the third place, the court's opinion was that on the whole the inspectors were carrying out their new duties in praiseworthy fashion. Apropos of the number of cases being brought by the inspectors, the court had taken occasion to call their attention to the necessity of using their own judgment and not carrying up to

^a Report of the New Zealand Department of Labor, 1904, p. viii.

^b Cf. Awards, etc., V, pp. 221, 383.

the court complaints by unions unless there was good ground for them, and when one of the inspectors called the court's attention to the fact that its remarks had been interpreted as adverse criticism upon the manner in which the inspectors were performing their duties, the court said emphatically that its remarks were never intended as unfavorable criticism of the inspectors and that "they had sat in several places * * * since the system of inspection came into existence, and in every place they had found, so far as they could see, that the inspectors were doing their duty efficiently and in a perfectly reasonable way." In the fourth place, the cause of the breaches which were coming up in such large numbers appears to have been chiefly careless ignorance of awards by employers, rather than willful disregard. Thus, in closing its hearings in one district, in December, 1904, the court took the employers therein to task for the large number of breaches of which the court had been compelled to take cognizance, in the following terms:

Last February we * * * found that employers constantly raised their own ignorance of the awards or the agreements under which they worked as excuses and as grounds either for the dismissal of charges or for mitigated penalties. Over and over again we spoke to them on the subject. Our remarks became public, and ought to have been noticed by employers, but what we said on that occasion and the leniency we showed seems to have had little or no effect. * * * Under the circumstances it seems to us that employers have been, to say the least, inattentive to the terms of the awards and agreements. We hope this will be the last of that sort of thing. * * * We expect employers to take the trouble to ascertain the terms of the awards and agreements by which they are bound, and we wish them to understand that the leniency we have shown on this occasion will not be shown on future occasions.

While these are the most emphatic remarks of the court on this point, others of the same significance and even more general in their application might be quoted from the statement on the other occasion which has been referred to. Finally, the court's idea of the whole situation in 1904 was that it represented after all a natural and necessary but probably a temporary stage in the process of securing obedience to awards and agreements. The court compared the situation with experience under the shop-hours act thus:

Everyone here will remember that time. The magistrate's court was filled with prosecutions under the shop-hours act. When once the employers came into touch with the inspectors and all the little points of difference were discussed between them, the friction gradually died out, and we find this act is observed now. We expect to see the same in regard to these awards. There is no great difficulty in the matter if the people take the trouble to master the awards, and there ought to be in the near future a great reduction in the number of these cases. At present there appears to be a considerable increase,

but, I take it, that is largely due to the fact that proceedings are instigated by the inspectors really in the nature of a caution, so as to induce people to study their awards and obey them.

Corroborating the opinion expressed in the last sentence are the remarks of the Auckland factory inspector in his report for the year ended March 31, 1904, apropos of his having cited before the court 20 employers charged with 40 breaches of awards, thus:

I trust this will have the desired effect of acting as a deterrent, and I am sanguine that, now that employers are aware that responsible officers, with power to acquire information, are enforcing conformity to awards, breaches in future will be greatly lessened and the provisions of this act will be adhered to with as small a degree of friction as in the case of other acts controlled by this department.^(a)

The kinds of breaches of awards and agreements have been almost as various as the different items covered in such instruments, but the great majority of the cases have very naturally concerned the alleged payment of lower than the prescribed rates of wages. In this latter class of cases, when an employer has been convicted of paying less than the prescribed rate it is customary for the court to require him to pay to the workers in question all back wages at the award or agreement rate, this either as sole penalty, aside from costs, or it may be in addition to fine. In his 1904 report^(b) the secretary for labor raises the question whether a limit should not be set to the time for which back wages should be paid, instancing two cases, in one of which £73 (\$355.25) and in another £88 (\$428.25) of back pay were allowed by the court. The secretary points out the possibility that "unless there has been proof of continued remonstrance as to wages [by the worker] a policy more characterized by cunning than honesty may dictate silent acceptance of less pay than the award prescribed, while there is concealed the purpose of claiming the difference as a lump sum in the arbitration court." This matter the secretary evidently brought up as a possible evil only, for he adds:

I do not infer or suggest that such has hitherto been the case in any action for breach of award, but the weak place is there and should be exposed.

Another mode of procedure in cases of conviction, however, seems to have given rise to some actual practice of an evil sort. When penalties are inflicted the law directs^(c) that the court "shall specify the parties liable to pay the same and the parties or persons to whom the same are payable." When fines have been imposed upon employers it has been the practice to order the fines to be paid to the worker's union interested. Apparently as an outgrowth of this prac-

^a Report of the New Zealand Department of Labor, 1904, p. x.

^b Report of the New Zealand Department of Labor, 1904, p. v.

^c Sec. 94 (4) of the act of 1900.

tice, or suggested by it, there have been cases in which union officials have collected "fines" from employers directly in lieu of enforcement proceedings in the court of arbitration. Doctor Clark^(a) notes that as a result of such practices by the secretary of one union "a large deputation of sawmillers from various parts of the colony" called upon the premier to ask for remedial legislation to prevent any union official from "receiving anything but a fixed salary, to prevent fines being awarded to unions, and to prevent the private settlement of breaches of award." In the same year, also, the president of the court took occasion, in Wellington, to express condemnation of the practice of "compromising in enforcement cases," declaring that "the practice of taking a lump sum in lieu of penalties before proceedings are commenced is a dangerous one," and noting that "cases of compromises of the several kinds to which the court objects have been in evidence before us."^(b) It thus appears that, although there is no evidence that such practices have been at all general, there have been enough of them to emphasize the possibilities of this sort of evil under the system.

Down to the year 1904 enforcements were almost solely against employers, as indicated by the following summary from a return to the legislative council of the colony.

NUMBER OF BREACHES BY EMPLOYERS AND BY WORKERS CHARGED AND CONVICTED, NEW ZEALAND, 1901 TO 1903, AND TOTAL 1896 TO 1903.

[Quoted in the British Labor Gazette, December, 1904, p. 381.]

Year.	Number of breaches.			
	By employers.		By workers.	
	Charged.	Convicted.	Charged.	Convicted.
1901.....	19	14	.....	.....
1902.....	63	52	3	.....
1903.....	74	57	1	.....
1896-1903.....	213	^a 171	4	^b 3

^a Thirty-five others dismissed and 7 withdrawn. Total fines in the 171 convictions £512 (\$2,491.65).

^b One other dismissed. Total fines in the 3 convictions, £32 (\$155.73).

In 1904 there appears to have been some change in policy and a disposition to treat the employee who accepts wages lower than awards or agreements allowed as guilty with the employer who pays such lower rates. This question was brought up by the secretary for labor in his 1904 report, presented in the forepart of that year. Thus, he remarks:

All men in a union are not its whole-hearted supporters, and some of them either willfully or inadvertently accept wages or earnings not permitted by the award. If there is a case proved against an

^a Bulletin of the United States Bureau of Labor, No. 49, p. 1243.

^b Awards, etc., IV, p. 336.

employer who breaks an award by paying less than specified wages, the recipient of such wages is also a defaulter and should be prosecuted. Although in a few cases this has been done in order to make an example, still, in the large majority of cases, the employer alone is prosecuted, as it is considered that there is probably pressure from several directions before a man will accept less for his work than that to which he is properly entitled.

During the year 1904 the cases such as the "examples" to which the secretary refers greatly multiplied, for in the volume of Awards, etc., for the calendar year 1904, no less than 27 enforcement cases against employees appear. All but one of these were against individual employees. Two were actions for leaving an employer without the prescribed notice (conviction in both), one for working at longer than the prescribed hours (convicted), one case against a union in which the character of the charge is not reported, and which was dismissed, while 23 were for accepting less than the prescribed wage, and all but 5 of these resulted in convictions.

The cases against workers just referred to really represent, of course, actions in the interest of the unions or workers as a whole, and do not, therefore, throw any light upon the problem of enforcement as against workers generally if awards were unfavorable to them. In fact, the test of the system as to enforcement against work people has not yet been made. But there have been one or two incidents which have a bearing upon the possibilities in that direction. In the first place, the New South Wales commissioner found two instances in which it was certain and a third in which it was probable that workmen who were dissatisfied with the wages awarded by the court had deliberately limited their output to the amount they deemed proper for the wages fixed.^(a) These three cases were in different trades and under three different awards. In one instance such action by compositors greatly hampered a newspaper in getting out its issues.^(b) In the second place Judge Backhouse reports an instance in which a union applied for cancellation of its registration under the arbitration act upon the rendition of an unfavorable award in its trade. Cancellation could have no effect, of course, upon the binding force of the award already made, but it would put the union beyond the law for the future. An occurrence in connection with the award in 1901 in the boot and shoe industry, which applied to the entire colony, is significant in this connection. The decision was adverse to the union's demands, and the trades and labor council of Christchurch, the chief seat of the industry, gave free expression to

^a Report of the New South Wales commission, pp. 24, 26.

^b In this particular instance Judge Backhouse reports that the men had special provocation, as the award put wages actually lower than those which had been offered by the employers, and they were later raised by agreement of the parties, but this does not alter the significance of the action.

its disapprobation by passing a motion finding fault with it. The Victoria commission^(a) reports a case in June, 1902, in which a Wellington union, incensed at an interpretation given an award by the court, passed a resolution "that the time has arrived when the workers of the colony should consider methods other than the use of the court to obtain justice," and declared that if it were true that the court's decision had been unanimous "the representative of the union on the court has forfeited all right to the confidence of the workers," Doctor Clark reports:

Employees have shown in a number of instances a disposition to criticise the court, and to try to secure control over the court through the ministry when dissatisfied with awards. Unions at times meet and pass resolutions condemning the court. They have sent delegations to the premier with complaints as to the awards of the court, even asking for the removal of the judge. A labor member introduced a resolution into the upper house of Parliament calling for an investigation of the court because a few unions were dissatisfied with some recent awards and decisions.^(b)

It must be said that such cases as the above have been altogether exceptional. The Victoria commission declares they are the acts of the extremists only, and that unionists "as a body, we believe, loyally accept and carry out the awards of the court when they are in favor of employers," and cites a case in which, when the president of a union had demanded of the minister of justice the dismissal of the judge of the arbitration court because an important award had given the union but a small portion of what they asked for, the members, who, though disappointed, had quietly accepted the award, immediately called for and received the president's resignation. But it must be remembered that the significance of the unfavorable incidents above alluded to is considerably heightened by the fact that awards unfavorable to the work people have thus far been relatively few. They at least emphasize the uncertainties of the future and indicate grave possibilities if awards shall ever become to a considerable extent unfavorable to employees. And Doctor Clark indicates that doubts as to the future under such circumstances are prevalent in New Zealand itself by the fact that he met "the frequent statement from both laboring men and employers that the arbitration act may fail in a time of depression, when the awards must be revised so as to lower wages or restrict the other advantages previously gained by the workers."^(b)

^a Report of the Victoria commission, p. xxv.

^b Bulletin of the United States Bureau of Labor, No. 49, p. 1254.

DEGREE OF INDUSTRIAL PEACE SECURED.

The purpose of the New Zealand system was to eliminate the costly warfare of strikes and lockouts from industrial life. This it can be said to have accomplished for the most part. There have been some strikes since the law went into force. Judge Backhouse in 1901 reported eight that to his knowledge had occurred since 1894,^(a) and Doctor Clark^(b) reports that there have been some small difficulties since 1901. So long as any work people shall be unorganized, or if organized, shall prefer not to register under the arbitration act, strikes and lockouts beyond the jurisdiction of the court or boards will always be possible. Nevertheless, it is certainly true that under the arbitration system strikes have thus far been comparatively rare, and none have been of large dimensions. Doctor Clark sums up the matter thus:

The true statement of the case is that, while there have been difficulties of this character, they have been as a rule exceedingly unimportant; they have not occurred among workers directly subject to the act, and with the extension of the jurisdiction of the court through amendments to the law to cover allied industries, and the increasing number of awards and the growth of organization among the workers, such troubles as have occurred are becoming more and more rare.^(b)

Doctor Clark adds, however, that in weighing these facts it must be borne in mind that the years just prior to the passage of the arbitration law in 1896 were also comparatively free from industrial disputes, the record of strikes begun by the department of labor in 1894 showing but five unimportant cases in the two years 1894 and 1895. So that, although the rapid industrial expansion in the colony which has gone on ever since the arbitration system was established creates the probability that strikes and lockouts might have greatly multiplied without the system, nevertheless the contrast between the years since 1896 and those before is not, as a matter of fact, so great as might at first thought be inferred.

Doctor Clark points out that the entire absence of strikes by the unions subject to the arbitration act, although they have frequently been dissatisfied with awards, is all the more notable by reason of the fact that up to 1903 it was generally held by them that nothing in the law prevented their striking after an award had been rendered. It is true, as indicated in the analysis of the law,^(c) that the statute prohibits strikes or lockouts or the discontinuance of the relation of employer

^a Report of the New South Wales commission, p. 420.

^b Bulletin of the United States Bureau of Labor, No. 49, p. 1228.

^c Cf. *supra*, p. 465.

and employed only during the period while proceedings under the act are pending. A very few cases are reported in which actions have been brought against employers for dismissing workmen while disputes were pending before a board of conciliation or the court. The volumes of Awards, etc., show one such in 1898 (apparently dismissed), one in 1900 (convicted), one in 1902 (convicted), and one in 1904 (dismissed). These cases were all evidently within the plain meaning of the statute. But in 1903 occurred a notable case, in which the question of the legality of such action after an award had been rendered came up. In February, 1903, the court rendered an award in the Auckland furniture trade, which raised the wages of certain workers 4 cents per hour over those in an industrial agreement which had previously regulated conditions and which expired when the award went into effect. Thereupon two firms, employing about 175 out of the 250 to 300 workers affected by the award, discharged or suspended 17 men on the ground that they were unable to earn the higher award rate of 30 cents per hour; but the firms were willing to reemploy them at the former agreement rate of 26 cents which they had been receiving, if they would secure permits for such lower rate as incompetents, in the manner specified in the award. The union secretary, however, to whom one or two appealed for the permits, refused to consider as incompetents men who had been earning the minimum wages under the agreement up to the time the award went into force, and the union maintained that the action of the employers amounted to a breach of the award. Efforts were made by the government to induce the employers to reinstate the men, but unsuccessfully, and finally the registrar of industrial unions, who is also the secretary of the department of labor, brought an action against the two employers for breach of the award, and against the employers' association of which the two firms were members, it being alleged that, since the employers' association had expressly approved the action of the two firms and promised to support them therein, there had been a combined effort to defeat the award.

The case had attracted wide attention, both in New Zealand and abroad, through its interpretation in the public press as a "lockout" by the employers to defeat the award. For this reason the court went into the case at length in its decision,^(a) but dismissed the complaint, holding that—

The dismissal or suspension of these 13 men under the circumstances disclosed in the evidence adduced before the court can in no reasonable sense be called a lockout or be held to be a contravention of the provisions of the award.

^a Cf. Awards, etc., IV, p. 135.

Ap[ro]pos of the notoriety which had been given the case and the significance which had been popularly attached to it, the court took occasion to say in its decision that—

These applications have been clothed with an importance and with proportions which they do not merit. * * * I entirely disagree with the suggestion made by the counsel for the applicants that in these proceedings the efficacy of the industrial conciliation and arbitration act is on its trial, or that an adverse decision to the applicants emasculates the court's award and destroys the efficiency of our present system of labor disputes. I entertain no doubt as to the power and jurisdiction of the court to effectively enforce its awards and to carry out in all matters within its jurisdiction the true intent, meaning, and spirit of the statute.

In the decision itself nothing was said about the question of the legality of strikes or lockouts after awards have been rendered, but in remarks made in the course of the case the president of the court took occasion to affirm that, to quote the statement as given by the secretary for labor—

If a combined and concerted action, such as a strike, took place, he would consider such action a breach of award and punish it severely; * * * he should act in the spirit and not in the letter of the law; and that as the spirit of the act was in the direction of preventing industrial strife, he had power to punish organized infractions of award.

The secretary concluded from this that the law "appears to be that, although an individual employer is competent to dismiss his workman, or an individual workman is free to leave his employer's service, there must be no concerted action on either side in this direction, or, if so, such action will constitute a strike or lockout and be punishable under the arbitration act."^a) This inference of the secretary, it may be noted, was specifically incorporated into the law by one of the 1903 amendments, which makes any action, including specifically combined action, by employers or workers, for the purpose of defeating awards or agreements at any time during their currency, equivalent to breaches of the awards or agreements and punishable accordingly, and which also makes dismissal of a worker because he is entitled to the benefit of an award or agreement equivalent to breach of the award or agreement.

While the elimination of strikes and lockouts, for which the New Zealand system was established, has been practically attained, it is to be noted that this attainment has been accompanied by a quite unexpected amount of interference by the system itself in industrial relations. The secretary for labor, in his report of 1898, remarked

^a Report of the New Zealand Department of Labor, 1903, p. v.

that the principal argument used against the law was that it seemed "to stir up rather than settle strife, by enabling every petty misunderstanding to be dragged into the full light of day and become serious; that the boards and court foment enmity between employer and employed by binding employers under harassing restrictions and wasting the time of both parties in litigious proceedings." This statement of the case, it is safe to say, is overdrawn. Nevertheless it does appear that to a considerable extent references under the arbitration act have been made in the absence of any previously developed dispute between employers and employees, and that the very possibilities of the law itself have inspired the making of issues for reference under it. To this effect is the testimony of Judge Backhouse,^(a) the New South Wales commissioner, and of Sidney and Beatrice Webb,^(b) and the fact has been recognized by both the author of the law, Mr. Reeves,^(c) and the colonial secretary of labor.^(d) The original aim of the law was to eliminate the industrial warfare of strike or lockout; but, says Judge Backhouse:

It goes far beyond settling disputes in which, but for its provisions, there would have been strikes. It is used as a means of fixing the wages and general conditions of labor in many industries, and without doubt will eventually be so used in all.

According to the Webbs, such use of the system was the natural result of the discovery by the labor organizations that it was possible by proceedings under the law to secure uniform conditions of employment in a trade and thereby realize the trade-union principle of the "common rule." But it is also true that in industries which have once come under the law references have to some extent been multiplied simply in the hope of better terms by renewed proceedings. Judge Backhouse states that—

Generally, when an accepted recommendation or an award expires there is a tendency on the part of the men to immediately make a reference, and demand more than they expect to get, in the hope that some improvement will be made in their condition.^(e)

As pointed out by Doctor Clark,^(e) who also notes the fact of the unexpected multiplication of cases under the law, the effect of this condition of things has been, especially in later years, when the crush of business in the arbitration court has greatly delayed awards, to render uncertain the future conditions of production and to that extent to hamper employers. "There is no more finality," says he, "in the

^a Report of the New South Wales commission, p. 23.

^b Industrial Democracy (1902 ed.), p. xlv.

^c The Long White Cloud, p. 389.

^d Report of the New Zealand Department of Labor, 1898, p. v.

^e Bulletin of the United States Bureau of Labor, No. 49, pp. 1241, 1242.

labor situation under the existing awards than there was when the law went into operation. Quite the reverse."

In connection with this matter of multiplication of cases, one extreme abuse of the law has occurred which grows out of the fact that any seven men may form a union and register, and then a majority of the seven, or but four, may secure a reference of a case, which will affect the entire industry. Judge Backhouse reports that there have been instances, though apparently rare, in which a handful of men have by this means caused great annoyance where before no friction between employers and employees existed, and that labor "agitators" have made use of such possibilities to stir up trouble.

On the other side of the record, with reference to strife created by the arbitration system, is the number of cases in which employers and employees have by themselves come to agreements concerning terms of employment and of their own motion put these agreements under the compulsion of the system as to enforcement by registering them as industrial agreements under the arbitration act. Thus up to the close of 1904 a total of 124 such voluntary agreements under the law are recorded in the volumes of Awards, etc., including, by years ended June 30, 2 in 1897, 2 in 1898, 6 in 1899, 16 in 1900, 28 in 1901; for the eighteen months July, 1901, to December, 1902, 35; and by calendar years, 16 in 1903 and 19 in 1904. Besides the above, four cases are reported in 1904 in which additional employers registered their concurrence in already existing agreements. The great majority of these industrial agreements, it may be noted, were for the renewal with or without modification of expired awards or agreements made before boards, or for the making of terms in one district on the basis of an award or recommendation in another.

EFFECT ON INDUSTRIAL PROSPERITY.

Perhaps the most serious general charge made by adverse critics of the New Zealand system is that, even though it has practically done away with strikes and lockouts, it has been a serious drag upon the industrial development of the colony. The charge, however, does not appear, upon examination, to have any substantial basis in fact. In the first place it is certainly true that the period of the law's operation has been one of prosperity and marked expansion of industry. The secretary of the department of labor reported in 1895 that signs of a revival after the depression of 1893-94 were then visible, and in 1896 that the upward tendency had been sustained, and annually thereafter repeats his report of a year of pronounced prosperity. The growth in manufacturing industries is indicated by the

following figures, showing the number of employees in factories registered under the factory law:

EMPLOYEES IN FACTORIES REGISTERED UNDER THE FACTORY LAW, NEW ZEALAND, 1895 TO 1904.

[From the Report of the New Zealand Department of Labor, 1904, for number of employees, and report for each year for number of factories.]

Year.	Number of factories.	Number of employees.	Increase in employees.	Year.	Number of factories.	Number of employees.	Increase in employees.
1895	(a)	29,879	(a)	1900	6,438	48,938	3,633
1896	4,647	32,387	2,508	1901	6,744	53,460	4,522
1897	5,177	36,918	4,531	1902	7,293	55,895	2,435
1898	5,001	39,672	2,754	1903	7,675	59,047	3,152
1899	6,286	45,305	5,633	1904	8,373	63,968	4,921

* Not reported.

This shows an increase of 114.1 per cent in number of employees during the ten years under the law. By means of the quinquennial census figures a comparison of 1901 with the year 1891—a prosperous year before the crisis of 1893—may be made, which shows for 1901, with 23.3 per cent greater population, 40.3 per cent more establishments and 62.8 per cent more employees, nearly all of this increase having occurred under the arbitration system in the last half of the decade.

EMPLOYEES IN FACTORIES AT EACH QUINQUENNIAL PERIOD, NEW ZEALAND, 1891 TO 1901.

[The figures in this table are from the census of 1901 and differ from those in the preceding table because the definition of a factory as used by the census officials includes less than that adopted by the labor department.]

Year.	Number of factories.	Number of employees.	Increase in employees.	Population of the colony.
1891	2,254	25,633	(a)	626,658
1896	2,459	27,389	1,756	(a)
1901	3,163	41,726	14,337	772,719

* Not reported.

To indicate how general among the different industries the growth has been the table below is given, which shows the increase in employees between 1895 and 1904 for the manufacturing industries which employed 1,000 or more persons in the latter year. The reports of the secretary of labor, it may be added, show that other lines besides manufacturing—notably the building trades—have shared in the growth.

EMPLOYEES IN NEW ZEALAND MANUFACTURING INDUSTRIES EMPLOYING 1,000 PERSONS OR OVER IN 1904, COMPARED WITH TOTAL EMPLOYEES IN 1895.

[From figures in the Report of the New Zealand Department of Labor, 1904, chart opposite p. 94.]

Industry.	Total employ- ees.		Industry.	Total employ- ees.	
	1895.	1904.		1895.	1904.
Bread and confectionery.....	1,380	3,187	Plumbing, tinsmithing, and gas fitting.....	709	1,643
Butter and cheese.....	231	1,263	Printing and publishing.....	2,289	2,960
Boots and shoes.....	2,568	3,081	Saddlery.....	486	1,003
Cabinetmaking and upholster- ing.....	718	1,975	Sawmilling, joinery, sash, and cooperage.....	2,627	6,434
Coach building and black- smithing.....	1,739	3,570	Tanning, carrying, fellmon- gering, and wool scouring.....	1,091	2,147
Dressmaking.....	2,563	5,282	Tailoring and clothing.....	3,214	5,966
Engineering.....	1,222	3,047	Woolen milling.....	1,039	1,602
Flax milling.....	261	2,639			
Laundries.....	209	1,245			
Meat, fish, and bacon preserv- ing.....	1,001	3,090			

The above figures certainly indicate general prosperity in the colony. They do not, of course, prove that the prosperity might not have been even greater if there had been no arbitration law. But bearing upon this there is the testimony of the impartial investigators upon the ground, which is very positive. Thus Sidney and Beatrice Webb say:

We can only add our personal testimony to that given by every careful investigator into the circumstances of New Zealand, that there is so far no evidence of injury to its industrial prosperity.^(a)

Judge Backhouse, speaking generally, says:

I should say that my investigation showed that, with possibly one exception, industries have not been hampered by the provisions of the act.^(b)

The New South Wales commissioner took pains to collect as much evidence as possible upon this question. He made it a point to look up cases in which it was alleged that capital had stayed out of an enterprise because of awards of the court, and he reports that he "found it more than difficult to get specific instances," and that "any cases which were mentioned, on investigation, hardly bore out the view put forward" and cites specific examples of that kind. Further, he examined especially as to the condition of the principal industries which have been affected by awards (mentioning specifically in his report building, coal mining, shipping, clothing manufacture, and the iron trades), but could find no evidence that any of them, with perhaps one exception, "had been crippled or hampered seriously by the introduction of compulsory arbitration."^(c) The Victoria commission^(d) reports that "We obtained no definite evi-

^a Industrial Democracy (1902 ed.), p. xlvii.

^b Report of the New South Wales commission, p. 15.

^c Report of the New South Wales commission, pp. 15, 17.

^d Report of the Victoria commission, p. xxii.

dence that the fixing of wages under the law has impeded or prevented the expansion of commercial undertakings in the colony," with one exception. Finally, Doctor Clark,^(a) in a discriminating consideration of the question, finds the general facts thus:

It would seem to an observer coming from outside the colony that the effect of the arbitration law upon industrial development and general business prosperity had been very greatly exaggerated by both its advocates and its opponents. There is no more occasion to attribute the expanding commerce and manufactures of the colony to labor legislation than there is to ascribe the rise and fall of the tides on our Atlantic coast to the river and harbor bill. * * * On the other hand, there is no evidence to show that the labor laws of New Zealand have seriously hampered industry as a whole, or have prevented the investment of capital sufficient to maintain her industrial growth, even during the period of abnormal expansion that has just preceded. * * * There is no evidence to prove that the general flow of capital to and from the colony has been materially affected by the passage of that act [the arbitration law] or by its subsequent operation. * * * There are probably special instances where investors have hesitated to put money into enterprises and where new undertakings have been discouraged by the fear that they might be hampered by the regulations of the court. * * * But cases of this sort reported were not numerous nor important, and they were greatly outweighed by the instances where new factories had been started and old ones extended since arbitration had been legally enforced.

The one notable exception in the colony's general prosperity, several times alluded to above, is the boot and shoe industry, which all, including the colony's secretary for labor, agree has not prospered in recent years. This fact does not appear so distinctly in the above table, comparing number of employees in 1904 and 1895, as in the following comparison of number of employees in the industry in the years 1898 to 1904, the figures being as given in the annual reports of the department of labor:

EMPLOYEES IN BOOT AND SHOE INDUSTRY, NEW ZEALAND, 1898 TO 1904.

Year.	Total employees.	Year.	Total employees.
1898.....	3,158	1902.....	(a)
1899.....	3,230	1903.....	3,050
1900.....	3,136	1904.....	3,081
1901.....	3,087		

* Not reported.

Judge Backhouse, the Victoria commission, and Doctor Clark all gave special consideration to the condition of the boot and shoe industry, and all agree that the evidence shows that under the conditions fixed by the court's awards this industry has been unable to hold its own against the keen competition of the foreign, especially

^aBulletin of the United States Bureau of Labor, No. 49, p. 1235, et seq.

American, made goods with which the industry has had to contend. That wage conditions alone, as fixed by the court, have been the sole factor in producing this situation does not seem a warrantable conclusion, however. Another important factor has been the more highly specialized processes of manufacture on a large scale, which characterize the industry in the United States and Europe. This the secretary for labor, discussing this subject in 1902,^(a) was inclined to give as the chief explanation of the situation in the boot and shoe industry of the colony, and the Victoria commission reports^(b) that importers and manufacturers in New Zealand admitted that—

The decline in home manufactures is largely attributable to specialization of work in the processes of bootmaking and diminished cost of production by the use of the finest machinery at places like Boston and Northampton.

Aside from the boot trade, Doctor Clark states^(c) that "a number of minor instances were reported where, after an award had been granted, the price of articles produced under the awards was increased to an extent that discouraged home production," but that specific instances of this kind were not important in themselves, and Doctor Clark remarks in this connection that "the court takes trade conditions into account in making awards (as heretofore indicated) and it is only when inexperience with the details of a case or deficient information as to real trade conditions leads to an error in an award" that such cases as the above occur.

Such cases as that in the boot trade and the others just alluded to, it will be seen, represent a class in which the power of the court to impose at will what it may consider fair conditions for labor is strictly limited by foreign competition, and there is no remedy available by any provision for extension of awards which has preserved the court's freedom in this direction so far as any competition within the colony is concerned.

It is generally conceded that there has been an increase in the cost of living in New Zealand as a result of the higher wages awarded by the court. Doctor Clark remarks in this connection that the United States "has experienced" perhaps an equal relative rise in prices within the last eight years," and the secretary for labor in his 1902 report urged that the rise in wages really carried little disadvantage since its effect was to increase the workman's capacity as a buyer in the colony's markets, and so contributed to general prosperity. Doctor Clark, however, points out that there may be a problem ahead in these rising prices, since the New Zealand farmers sell their goods in a foreign market in competition with goods pro-

^a Report of the New Zealand Department of Labor, 1902, p. ii.

^b Report of the Victoria commission, p. xxlii.

^c Bulletin of the United States Bureau of Labor, No. 49, p. 1238.

duced by nonaward protected wage-earners, and what the farmers, who thus have the prices of their commodities fixed by foreign markets, might think of rising prices of other commodities at home under award wages in case the foreign prices of theirs should fall is problematical and all the more serious a question because the farmer holds the dominant vote in the colony. At present, however, this seems to be mainly a possible problem for the future, since now the New Zealand farmers are enjoying a high degree of prosperity, although the Victoria commission reported^(a) that complaints were heard from farmers over their position, as above indicated.

ATTITUDE OF PUBLIC OPINION.

In conclusion, it remains to notice the attitude of public opinion in New Zealand toward the arbitration system. On this, Doctor Clark's testimony,^(b) as being the latest and, on the whole, most complete and discriminating, is perhaps most authoritative and, it may be added, is not controverted in any important respect by other outside observers. His general conclusion is that opinion is divided, that "workingmen as a class are in favor of, and employers as a class are opposed to, the present arbitration law." He says, however:

It is doubtful if there is an employer of importance in New Zealand who would return voluntarily to the system of strikes. They would amend and modify, probably entirely remodel, the present legislation, but they would retain in some form or other its essential principle. Public opinion in the colony has been cultivated into a position where it would hardly tolerate again a free fight between employers and employees.

AUSTRALIA.

Four Australian colonies and the Commonwealth of Australia have enacted laws with a view to the peaceable settlement of collective disputes between employers and workmen. The first to pass such a law was Victoria in 1891, followed by New South Wales in 1892, South Australia in 1894, while the fourth, Western Australia, passed its first act in 1900, and the Commonwealth passed an arbitration law in 1904. The inspiration to such legislation in the first three mentioned came from the great maritime strike of 1890, which seriously affected all Australia and ranks as the greatest industrial dispute ever known in that country.

VICTORIA.

In Victoria as early as 1887 a royal commission on employees in shops recommended the establishment of courts of conciliation for all

^a Report of the Victoria commission, p. xxvi.

^b Bulletin of the United States Bureau of Labor, No 49, pp. 1248, 1249.

disputes, patterned after the French councils of prudhommes.^(a) Nothing came of this recommendation of the commission, but in 1890 a bill was introduced in the legislative assembly and after failing of passage that year and being reintroduced the following year, became the law of December 22, 1891.

ACT OF 1891.

This act is an adaptation of the English Councils of Conciliation Act, 1867, much of it being taken verbatim from that law. The fundamental difference between the English and the Victorian acts lies in the fact that while the former was so drawn as to be confined mainly to individual disputes for which compulsory arbitration was provided, the latter is designed solely for collective disputes and the voluntary principle is preserved throughout.

Though involving some repetition of the description of the English act, for the sake of clearness the Victorian law in full is here summarized. Any number of employers and employees of a locality may agree to form a council of conciliation and jointly petition the governor in council for a license to be issued at the discretion of the governor. Every licensed council must be composed of equal numbers of employers and workmen, not less than two nor more than ten of each, the number of members and the trade or trades for which the council is established to be inserted in the license. Within thirty days of the granting of the license the petitioners shall elect the members of the council at a time and place specified by the governor. Each council shall elect its own chairman and clerk and such other officers as it chooses. The chairman, who may take part in deliberations but has no vote, is not to be chosen from the members of the council. In case there is failure to elect members or chairman, the governor in council may appoint them.

After the formation of a council there shall be annual elections of members, employers and workmen electing their members in separate assemblies. For the purpose of elections the clerk of each council shall keep a register of employers and employees in separate lists, whereon he must register, under pain of fine, all qualified voters. All persons may register who have been occupied in the trade within the district for six months previous to the election, except uncertificated insolvents and convicted criminals. Anyone entitled to vote may be elected to membership in the council. The clerk of the council shall be the returning officer of elections.

Whenever any dispute arises between employers and workmen, either party or both may bring the matter before a council by written

^a The final report of the Victoria commission is reproduced in the Report of the New South Wales Royal Commission on Strikes, 1891, pp. 78, 79.

complaint to the chairman. When so submitted the case shall first be referred to a committee of conciliation, consisting of one employer and one workman, appointed by the council, who shall endeavor to bring the parties to an agreement. If this effort fails, the matter shall be laid before the council sitting with at least one-half the members and with equal numbers of employers and workmen present. At hearings before the council evidence may be taken on oath and books and papers called for, "and every means used to show to the parties in difference what ought to be done in the matter in dispute,"^(a) and the council may make written suggestions or recommendations thereon. Counsel or agents shall not be allowed at hearings except by consent of both parties.

If the dispute remains still unsettled, the council may, at a subsequent meeting, called for the purpose by a three-fourths vote of the members present at the first hearing, submit the case for arbitration to "some indifferent person" appointed by the council and approved by the parties. The arbitrator may take evidence on oath, and shall deliver his award to the clerk of the council, by whom it is to be laid before the council, and the council shall inform the parties of its purport. It is expressly declared that "no such award shall be taken into or enforced by any court of law."

The Victoria act of 1891 went into effect on January 1, 1892, but with a view of its provisions its history is complete, as, like the English law, which it copied, it was never anything but a dead letter, since, according to a statement by the undersecretary of the colony in 1896, no resort to the law had been made up to that time, and none has occurred since.

PROPOSED COMPULSORY ARBITRATION.

In connection with the colony of Victoria it remains to note the recommendation of a compulsory arbitration system made by that colony's royal commission on its Factories and Shops Acts, to whose report frequent reference has already been made in the chapter on New Zealand. The special subject of investigation before this commission was the minimum wage boards established in Victoria by the Factories and Shops Act of 1896. By an amending act of 1900 it was provided that the act of 1896 and subsequent amendments should remain in force for two years and thereafter to the close of the next ensuing session of Parliament, and also that within twelve months of the commencement of the act of 1900 a royal commission should be appointed to investigate and report at pleasure upon the working of the law. Such a commission was appointed in June, 1900, and presented its report in February, 1903.

^a Sec. 12 of the law.

Besides examining into the working of the minimum wages boards of Victoria the commission made a study of the compulsory arbitration systems of New Zealand and New South Wales, visiting the former colony at least, for this purpose. This attention was not given to the New Zealand and New South Wales systems, because these corresponded in purpose with the system of minimum wage boards in Victoria. On the contrary, the former were designed to eliminate the industrial warfare of strike and lockout, while the latter was set up to abolish sweating conditions in various industries by providing a method for fixing minimum wages, with the way perfectly open for labor disputes and strikes and lockouts over questions of higher wages or other conditions.

But while differing thus fundamentally in purpose, both systems involved, especially in their practical operation, the essential principle of State regulation of the labor contracts, the one as respects any of the terms of employment, the other as respects wages. As already indicated the most conspicuous feature in the practical operation of the New Zealand arbitration system (recognized as its logical outcome by New South Wales, as noted below) was the constant development of the compulsory features of the system, with the State regulation necessarily involved therein, to the exclusion of the voluntary, and as a matter of fact the Victoria minimum wage boards, established originally to deal only with those industries where sweating was a conspicuous evil, have in practice developed beyond this original antisweating purpose and more and more in the direction of the regulation of wages generally.^(a)

The results of the commission's comparison of systems led them to recommend the adoption of compulsory arbitration in place of the existing minimum wage-board system, and they presented a detailed plan for proposed arbitration tribunals. This was an adaptation of the New Zealand and New South Wales systems, and the following summary by the commission^(b) reveals the important changes which it was proposed to make in those systems:

In deciding to recommend the establishment of conciliation and arbitration tribunals in this State to deal with industrial disputes and other matters which, at the present time, are only partially dealt with by wage boards, we have taken great pains to adapt to the requirements of our local conditions the best features of the New Zealand and New South Wales acts. One of the most important changes in the constitution of the lower tribunals is the proposed creation of these bodies as courts and not as boards, with power to deal in the first instance with all industrial disputes referred to them,

^a Cf. Doctor Clark's report on "Labor conditions in Australia" in Bulletin of the United States Bureau of Labor, No. 56 (January, 1905), pp. 61, 62.

^b Report of the Victoria commission, p. lxi.

and to either confirm an industrial agreement between the parties when such can be arrived at, or, failing such agreement, after an interval of fourteen days, to make an award for a period of six months. This proposal commends itself to reason and common sense, as one of the chief defects of the New Zealand law is the want of power of the boards to make awards even for the shortest term. This causes many appeals to the arbitration court which should be quite unnecessary. In dealing with the important position of chairmen of the conciliation courts we provide that they shall be in each case police magistrates, nominated for appointment by the chief justice of the supreme court. Under procedure we propose to exclude lawyers from practicing in the courts in order that the proceedings may be as plain and simple as possible and free from undue delays or postponements. The court of arbitration is to be a court of appeal only, reviewing the conciliation courts' awards, and is to consist of a supreme court judge and two lay members. In providing for the choice of members of both tribunals we recommend the double-election system, viz, first, the employers and employers' [employees'] unions are respectively to elect delegates, and then the delegates on each side elect persons to be nominated as members of the courts. All references of disputes to the courts, we propose, shall be made by an employer, a two-thirds majority of the members of an industrial union, or by the registrar of the arbitration court. In the matter of registration of industrial unions of employees, to enable them to come under the provisions of the act, we provide that not less than 15 must register when there are 30 or more bona fide workers in an industry. When there are less than 30, not less than one-half of the total number must register. Two or more employers, or any employer, company, corporation, or association who, or which, during the previous six months has had not less than 50 employees, may also register. Trade unions are to be parties to industrial agreements, and to be bound by awards of the courts. The stringent provisions of the New South Wales law fixing heavy penalties for strikes or lockouts, or breaches of awards, are embodied, and, under the definition of terms, it is proposed to exclude rural industries and domestic service from the operation of the act.

The Victoria Parliament has not seen fit so far to adopt the recommendation of the commission in favor of compulsory arbitration. Instead the Factories and Shops Act (providing for the wage boards), which expired by limitation on October 31, 1903, was replaced the same year by a new act continuing the same system, amended in some points (chiefly by a provision for a court of appeals to which appeals from board decisions as to wage rates may be taken), but without change of its essential character.

NEW SOUTH WALES.

The earliest proposal of legislation on the subject of industrial arbitration and conciliation in New South Wales was in 1887, when a bill was introduced for permanent councils of conciliation and for

voluntary arbitration, but with compulsory awards where the parties should agree to be bound thereby.^a) This bill got little beyond introduction, however, and no further measure was proposed until the maritime strike of 1890 forcibly directed attention to the subject.

That conflict led to the appointment in New South Wales of a royal commission on strikes in November, 1890, to investigate the whole subject of the causes of strikes and the means of avoiding or settling such disputes. This commission reported in May, 1891, and a bill based upon its recommendations was introduced in August of the same year. Owing to a change of administration this bill failed of passage, but in 1892 another measure, embodying much that was in the former bill, though by no means identical with it, was introduced and, being speedily passed with very little opposition, became the law of March 31, 1892, known as the Trade Disputes Conciliation and Arbitration Act, 1892.

THE TRADE DISPUTES CONCILIATION AND ARBITRATION ACT, 1892.

This act provided that the colony should either be divided by the governor into industrial districts, not more than five in number, or the governor might decide that the whole colony should be treated as one district, and in each district a council of conciliation should be established, and for each the governor should appoint a clerk of awards. If the colony should be divided into districts, each council of conciliation was to be composed of four members appointed by the governor, two upon recommendation of a majority of the employers' organizations and two upon similar recommendation by the employees' unions of the district. In case the colony was treated as one district, the one council of conciliation was to be composed of not less than 12 nor more than 18 members, appointed in the same manner as above. Recommendation of members could be made only by such employers' and workmen's organizations as were registered under the Trade Union Act of 1881. Members of councils were to hold office for two years. For the entire colony one council of arbitration was provided, consisting of three members appointed by the governor for two-year terms. Two of these members were to be appointed in the same manner as members of councils of conciliation—that is, one each on recommendation of the employers' and the workmen's organizations. The third member, who was to be president of the council, was to be an "impartial person" appointed either upon recommendation of the other two or, failing such recommendation, independently by the governor. The president must not be engaged in any employment outside the duties of his office.

^a This bill may be found in the Report of the New South Wales Royal Commission on Strikes, p. 68.

The act contemplated the reference of disputes first to the council of conciliation, and then, if no settlement could be reached before that body, to the council of arbitration. The parties might, however, by mutual agreement, refer the case directly to the council of arbitration in the first instance. Reference of a dispute to the council of conciliation was to be made by either (1) a joint agreement of the parties to so refer it or (2) an application for reference by one party, the application in either case being made to the clerk of awards and by him laid before the council summoned by him for the purpose. The above is all that was specified in the statute as to the mode of reference. But under subsequent regulations, issued by the governor with approval of Parliament, as authorized by the law,^a it was provided that where but one party applied for reference to conciliation the clerk of awards was to notify the opposite party, specifying a limit of fourteen days within which a "reply" agreeing to the reference might be made. It is to be noted that the other party was perfectly free to make no reply and refuse assent to the reference and that in such a case the reference was blocked. Practically, therefore, cases could be brought before councils of conciliation only by consent of both parties.

For the hearing of a case when referred to it, the council of conciliation was always to consist of four members. In case the colony were treated as one district the parties to the dispute were each to designate two members from the one standing council for the colony or any two persons from outside that body, the latter to be approved by the governor of the colony. The duty of the conciliation council was to seek to bring the parties to an amicable agreement. If it failed in this, its powers and duties were to end and the result was to be reported to the clerk of awards. The case could then be carried to the council of arbitration by an application from one party to the clerk of awards. For the hearing of cases referred for arbitration the four members of the council of conciliation might sit with the council of arbitration, but only for the purpose of informing the latter when called upon and were to have no voice in the decision. Within one month after the completion of a hearing the council of arbitration was to render its award, signed by a majority of its members, and this was to be made public. The award was to have no compulsory force except as the parties had previously agreed in writing to be bound by it. If both parties had so agreed, the award might be made a rule of the supreme court upon application by either party.

At hearings no counsel or attorneys were to appear, but parties might each appoint not more than three persons to conduct their

^a Two such regulations were issued, one of June 23 and the other of September 6, 1892.

cases, and these representatives might be paid agents if they themselves were directly interested in the dispute. Hearings before a council of conciliation might be either public or private, but those before the council of arbitration were always to be public. To both councils full power was given to compel the attendance and testimony of witnesses, and they might enter and inspect premises for the purpose of securing evidence. Members of councils of conciliation were to receive remuneration for each sitting while engaged in hearings, but members of the council of arbitration were to receive salaries as well as fees for sittings. The expenses under the act, except those of the parties and witnesses, which were to be borne by the parties, were to be met by appropriations of Parliament.

Finally, as to the disputes within the jurisdiction of the act, the only limitation set was in the exclusion of all those in which fewer than 10 employees were concerned. One section of the law enumerated the subjects of dispute within its scope, but the classes therein mentioned covered essentially all subjects of collective disputes.

By the terms of the act it was to continue in force for four years from March 31, 1892, the date upon which it became law. It went into practical operation with the issuance of the regulations of June 23 following. It was decided to treat the whole colony as one district, and one clerk of awards was appointed therefor. It was further decided that the standing council of conciliation should number 16 members. All the trades of the colony were grouped in 8 classes, and two members of the council, one representing employers and the other employees, were appointed from each class. The organizations registered under the Trade Union Act up to June 30, and which were, therefore, entitled to make recommendation of members, comprised 124 employees' unions and 7 employers' associations. Of these, however, but 55 of the former and 4 of the latter made recommendation within the required time limit.^(a) The proportion of workmen's unions making recommendations is not, however, correctly represented by the above figures, for the reason that 124 was the number of unions on the books of the registrar of trade unions and friendly societies, and included many lapsed organizations which had failed to withdraw their names. The registrar reported at the time that "it was certain that nearly all the organizations which have failed to vote are defunct."^(b) A considerable majority, at least, of the unions actually in existence made recommendations.

^a Eight other employees' unions sent in recommendations after the expiration of the time limit.

^b Manual of the Trade Disputes Conciliation and Arbitration Act, 1892 (published by the clerk of awards in 1892), p. 52. In 1893 the clerk estimated, on the basis of returns to inquiries addressed by him to the unions, that the number then in existence was not over, and probably under, 92, although there were 134 on the books of the registrar of trade unions at that time.

The clerk of awards and members of both councils having been duly appointed and offices established, the system was fully organized on October 13, 1892, when the president of the council of arbitration delivered an inaugural address before the members of both councils. Within the next few weeks systematic efforts were made to bring employers and employees generally to the support of the system, but with scant success. In November a meeting of employers' representatives was held, to which 14 associations of employers had been invited to send delegates. Only 4, however, responded, the remainder sending either refusals or apologies. A week later a more successful meeting of trade unions was held, 44 organizations being represented. The president of the council of arbitration laid before this meeting a proposal that the unions should make it a rule to refer all disputes likely to lead to strikes to one or other of the councils, and copies of such a rule suggested for incorporation into the laws of each organization were distributed to those present. Subsequently copies were sent to all the trade unions in the colony with request for a report as to the result of its consideration. Out of 102 unions to whom copies were addressed acknowledgments were received from but 28, and of these only 5 adopted the rule. Five others said they already had provision in their rules for reference of disputes to conciliation, 10 declined to adopt the rule, and 8 reported that the number of their members employed by any one firm was less than 10, and hence they did not come under the act.

This inauspicious beginning proved to be but the forerunner of a record of almost complete failure of the law, as appears in a report by the clerk of awards made October 1, 1893.^(a) Up to that date—that is, one year from the time that the machinery for procedure under the act had been fully established—attempts to apply the law had been made in 16 disputes. In only 2 of the 16 was a settlement effected. In one of these an agreement was brought about before a council of conciliation and in the other by an award of the council of arbitration to which the case had by mutual agreement been submitted in the first instance.

In the other 14 cases not only was no settlement effected under the act, but in none of them did proceedings get as far as a hearing before either council. In 8 cases a formal application for conciliation or arbitration was made by the employees, but in every case was refused by the employers, while in the other 6 the proceedings got no further than informal negotiation by the clerk of awards with a view to inducing parties to resort to the act, which they declined to do, however, as being either unacceptable or unnecessary. This informal negotiation by the clerk of awards was not authorized by the law

^a Report on Industrial Disputes and Claims, 1893.

but was nevertheless undertaken as being very desirable and not prohibited by the act. Finally, it is to be noted that out of the 14 cases for which details are given in the report, in none did employers of their own motion turn to the act, while in 8 the workmen resorted to it upon their own initiative. In the other cases the clerk of awards took the first steps to bring the act into play. Further, aside from the two disputes which were settled, in no case did workmen decline to resort to the act, their readiness therefor being reported in all but two, in fact, while in every one the employers did so decline.

The above facts indicate the chief cause of the failure of the act, namely, an unfavorable attitude toward it on the part of employers. As either party to a dispute was free at all times to refuse proceedings, such opposition was necessarily fatal to the law.

The explanation of this attitude on the part of employers, as suggested by the clerk of awards in his report, is to be found in the fact that at the time the act went into effect circumstances in the colony were such as to place the employers, as compared with the working people, in an altogether dominant position. This was the result of two chief factors. In the first place, the great maritime strike in 1890 ended with victory for the employers, and gave a great impetus to the principle of association among them in the next succeeding years, while the trade unions came out of that struggle defeated and impoverished. Second, the years after 1890 were years of general commercial depression, culminating in the crisis of 1893, which put the unions at the further disadvantage of having to face a falling labor market. So decisively superior was the strength of employers under these circumstances that, according to the statement of the clerk of awards, during the years 1891 to 1893, a period notable for the number and bitterness of its industrial disputes, "every strike that could be regarded as significant had failed to attain its purpose."^a The employers, being thus in a position to enforce their own terms, and with the prevailing hard times furnishing either sound reason or ready excuse for refusing concessions to employees, were little inclined to adopt methods of conciliation and arbitration, and the fact that previous to 1890 conditions had been just the reverse with the unions dominant was by no means calculated to soften that attitude.

The Trade Disputes Conciliation and Arbitration Act of 1892 having proved so unfruitful, Parliament refused to appropriate further funds for its expenses after 1894, and the councils of conciliation and arbitration went out of existence with the close of that year. The system, therefore, failed to survive the four experimental years for which it was passed. Early in 1895 an effort was made to amend the

^a Report on Industrial Disputes and Claims, 1893, p. 3.

act so as to give the council of arbitration power to compel parties to a dispute to come before it for the purposes of public investigation into the causes of the controversy. This attempt to open the way for positive interference by the council, instead of leaving all initiative to the parties, was unsuccessful, however, and the act expired by limitation on March 31, 1896.

THE CONCILIATION AND ARBITRATION ACT, 1899.

Four years and one month later another law went into effect, namely, the Conciliation and Arbitration Act of 1899, assented to April 22 of that year and in force on May 1 following. This act confers upon the minister of public instruction, labor, and industry in New South Wales the same powers with reference to conciliation and arbitration proceedings^(a) as are conferred upon the board of trade in England by the act of 1896, the corresponding sections being taken verbatim from the English act.^(b) That is, whenever a difference between an employer and his workmen "exists or is apprehended" the minister may (1) direct inquiry into the causes and circumstances of the difference; (2) take any steps he deems expedient to bring the parties together for amicable negotiation; (3) on the application of either party appoint one or more conciliators; and (4) on the application of both parties appoint an arbitrator. The colonial act adds to the above, however, one very important provision by providing that where efforts for an amicable settlement of a dispute fail the minister may direct a public inquiry into the causes and circumstances of the difference upon the application of either party, such inquiry to be conducted by a judge of the supreme or district courts or the president of the land court. The original bill made this inquiry obligatory upon the conditions named, but Parliament, after devoting most of its discussion of the measure to this point, amended it so as to leave the inquiry to the discretion of the minister. The only other important provision of the act confers upon "any arbitrator or person authorized by the minister to conduct a public inquiry" the right to enter and inspect premises, and full power to compel witnesses, including the parties, to appear and testify. This latter provision was copied from the old act of 1892, as were also one or two others dealing with minor details.

Compared with the law of 1892 this act of 1899 is notable on the one hand for its simplicity, on the other for the larger possibility of its utilization. The old law set up elaborate machinery, but made its operation contingent upon the acquiescence of both parties to a dis-

^a The English provisions for registration of conciliation and arbitration boards and for Government aid in their establishment are omitted in New South Wales.

^b Cf. *supra*, pp. 402, 403.

pute. The later statute creates no machinery, but opens the way for government mediation without application from contestants and for public investigation upon the desire of either one of the parties.

The law of 1899 went into operation in May of that year and is still in force. Up to the close of the year 1900 there had been but four cases under it, three in 1899 and one in 1900, although the annual report of the department of labor and industry for 1899 states that the department record of a dozen or more of strikes and disputes probably did not by any means exhaust the list of controversies which occurred in that year alone.^(a) In all four cases under the act there had been stoppage of work, three being strikes, the fourth a lockout. In one the minister of labor and industry intervened upon his own motion and arranged a conference of the parties, which did not result in a settlement, however. In another a request for intervention was made by the work people, but an attempt by the minister to bring about a conference failed because of the refusal of the employers to participate in it. Thereupon, by request of the employees, a public investigation was held. But the report made failed to settle the dispute, because the employers refused to take back the strikers in a body, which the latter insisted upon, although willing to accept the report, which was adverse to their demand for higher wages. In the third and fourth cases settlements were effected by arbitration. In the one the parties agreed to submit the dispute to arbitration and at their request the minister appointed an umpire to preside over a board named by the parties, who had agreed to abide by the award. In the other the minister took the initiative and arranged a conference presided over by a conciliator agreed upon by the parties. No settlement was reached at the conference, but subsequently, through the mediation of the conciliator, an agreement was made to refer the case for arbitration to a district court judge. Work in this case was not resumed pending the decision. When the award was given the men returned to work, but on their next pay day did not receive the wages to which they considered the award entitled them. They therefore took police-court proceedings to recover the additional sum which they regarded as due them and secured a finding in their favor. Thereupon the employer attempted to secure a writ of prohibition from the supreme court, but without success, the court holding that the men's claim was in accordance with the award.^(b)

^a Report on the Working of the Factories and Shops Act, Conciliation and Arbitration Act, etc., 1899, p. 10.

^b These facts as to results under the law of 1899 are from a statement by the clerk in charge of the New South Wales department of labor and industry in 1900 and the annual reports of the department for 1899 and 1900.

No more favorable results under the act of 1899 appear for the year 1901 than for the year and a half preceding. The annual report of the department of labor and industry for 1901 could record but three interventions under the act during that year. Apparently the department itself took the initiative in all three cases. In one case (a strike) its efforts were blocked by the refusal of the employers to accept either conciliation efforts or arbitration; in another case (apparently not a strike or lockout) the department opened communication with the parties, but the latter came to a settlement by themselves; in the third instance (a strike) a conference of the parties was arranged by the department under the presidency of the minister of public instruction, labor, and industry, at which a settlement of the dispute was effected.

Although the New South Wales law of 1899 still remains on the statute book, it is altogether likely, as remarked in the report of the labor department for 1901, that its record in practical operation will not extend beyond the above seven cases, owing to the establishment at the close of 1901 of a compulsory-arbitration system, as described below.

THE COMPULSORY ARBITRATION LAW OF 1901.

Having essayed voluntary conciliation and arbitration under two different laws, one of which had issued in complete failure, while the other had produced but very meager results, New South Wales turned her attention to compulsory arbitration, the inspiration thereto coming from the experience of her neighboring colony, New Zealand. In 1900 a bill for a compulsory system passed the legislative assembly, but was defeated in the council.^(a) Its discussion, however, led to the appointment in February, 1901, of a special government commissioner to investigate and report upon the working of the New Zealand arbitration law in particular and of the laws of such other colonies as he considered necessary. Judge Alfred P. Backhouse, of the district court of the colony, was named for this mission. Several weeks were spent by him in New Zealand in a study of that colony's arbitration system, and Victoria was also visited for an examination of its minimum-wage boards, and the commissioner's report was presented to the lieutenant-governor in July. This report^(b) makes a printed document of 31 quarto pages, 20 of which are devoted to New Zealand and 8 to Victoria. It is marked throughout by an exceedingly judicial tone and the utmost impartiality.

^a Cf. Annual Report of the Department of Labor and Industry, 1900, p. 9.

^b Report of Royal Commission of Inquiry into the Working of Compulsory Conciliation and Arbitration Laws, Sydney, 1901. Cf. in this connection the chapter on New Zealand, where extensive use has been made of the report. That portion of it dealing with New Zealand may be found in full in the Fifteenth Annual Report of the New York State Board of Mediation and Arbitration (1901), p. 381.

Judge Backhouse confined himself solely to the determination and presentation of facts as to the working of the laws studied, without any attempt at criticism or discussion of principles, and made no recommendation whatever as to legislation in his own colony. In the light of his report, however, the New South Wales Parliament voted for a compulsory-arbitration bill introduced by the attorney-general of the colony, Hon. B. R. Wise, who had framed the bill introduced a year earlier, the result being the Industrial Arbitration Act, 1901, assented to December 10 of that year. Although amendments have been proposed, this law of 1901 stood unamended as late at least as the opening of the session of Parliament which began in August, 1904.

The author of the law states that it was carried through Parliament without material alteration, so that it embodies his ideas with logical completeness.^(a) It is based on the New Zealand system, but with important alterations, calculated, in the opinion of its framer, to avoid the "defects in method and errors of principle" which experience had revealed in that system. The most fundamental of these changes consists in the elimination of conciliation entirely, leaving compulsory arbitration, pure and simple, as the one method for all disputes. This represents, in principle, a radical departure from the New Zealand system, but is by no means so wide a departure from the developments of actual practice in that colony, as may be seen by reference to the chapter on New Zealand. As there noted, New Zealand experience has revealed a constant tendency toward arbitration as the chief function of its system, a tendency so strong as to compel concessions in that direction in amendments to the law. The logic of this has been interpreted in New South Wales as pointing to the complete elimination of conciliation features from a compulsory arbitration system.

While abandoning the conciliation boards, New South Wales has retained the same sort of provision as in New Zealand for industrial agreements under the law, to be made voluntarily by the parties, but enforceable like an award of the court.

As respects arbitration, no such radical departure from the New Zealand system appears as that with reference to conciliation, but a number of important differences appear in the development of details. In the constitution of the court of arbitration no change of any account was made save in the mode of nomination of members by the unions of employers or work people. Instead of each union making a nomination independently, each sends delegates to a convention by which the nomination is made. While each convention may nominate more than one person, it may name but one, so that this arrangement makes it possible for the representatives of each

^a B. R. Wise, *The Industrial Arbitration Act of New South Wales*, in *National Review*, 39: 880 (August, 1902).

class actually to choose their own member upon the board, and is evidently designed to secure in any case more general agreement upon nominees.

Concerning procedure^(a) in cases referred to the court, but two changes of moment were made. In the first place no limitation is put upon the employment of counsel in New South Wales, whereas New Zealand prohibits their appearance on behalf of any party without the consent of all the others. In the second place, and more important, a provision is added in New South Wales for preliminary hearings before the court's president to prepare the case for its formal hearing by the court. It is provided that any party to a reference may at any time take out a summons returnable before the president, at the hearing of which the president may issue such order as he deems just with respect to all "interlocutory proceedings to be taken before the hearing by the court—the issues to be submitted, the persons to be served with notice of the proceedings, particulars of the claims of the parties, admissions, discovery, interrogatories, inspection of documents, inspection of real or personal property, commissions, examination of witnesses, and the place and mode of hearing."^(b) In connection with this New South Wales provision it may be noted that in New Zealand some threshing out of cases before they reached the court was necessarily involved in the hearings before conciliation boards, which, prior to the amendment of 1901, were required in every case.

It is in the jurisdiction and powers^(c) of the court that the most numerous variations from the New Zealand law occur. As respects jurisdiction there is, in the first place, no specific provision, as in New Zealand, for disputes in related trades; secondly, not only the government railways, as in New Zealand, but also the government tramways and certain government harbor, water-supply, and sewerage undertakings are under the law's jurisdiction; third, not only must work people be organized and incorporated by registration under the law in order to refer disputes to the court, as in New Zealand, but employers must likewise be registered in order to enjoy the right of reference, whereas in New Zealand that privilege is open to all employers whether registered or not; further, the right of registration for employers is in New South Wales restricted to individuals, firms, or associations employing in the aggregate at least 50 work people; finally, in the fourth place, while the right of reference to the court is thus strictly limited to those who have registered under the law, disputes involving those who have not registered, whether employers or employees, may be at any time referred to the court by the regis-

^a Cf., *supra*, p. 467.

^b Sec. 30 (1) of the Industrial Arbitration Act, 1901.

^c Cf., *supra*, pp. 470-475.

trar, the parties having no option as to the reference. This jurisdiction over cases involving unregistered work people and the power of the government to compel a settlement independently of the parties are both new to the New Zealand system.

Turning to the powers of the court, the following, which are peculiar to New South Wales as compared with New Zealand, appear: First, and most important, the court may "declare that any practice, regulation, rule, custom, term of agreement, condition of employment, or dealing whatsoever in relation to an industrial matter shall be a common rule of an industry affected by the proceedings," and "direct within what limits of area and subject to what conditions and exceptions such common rule shall be binding upon persons engaged in the said industry, whether as employer or as employee, and whether members of an industrial union (that is, a registered union) or not," and "fix penalties for any breach or nonobservance of such common rule * * * and specify to whom the same shall be paid."^(a) The author of the law states^(b) that this device of the "common rule" was suggested to him by Sidney and Beatrice Webb in their *Industrial Democracy*.^(c) It takes the place of all the New Zealand provisions for the extension of awards, but goes much further, giving the court the fullest powers for the general regulation of the conditions of employment. Such general regulation the author deemed to be the normal development toward which New Zealand experience pointed and the logical necessity of a compulsory arbitration system to enable the court to do justice to the demands of labor without doing injustice between employers. He therefore boldly adopted it, anticipating that "it will be the method of compulsion most usually adopted—that the court will become a sort of elastic and self-acting factory act, which will assimilate the conditions of employment in each trade to those which prevail in the best conducted establishments."^(d)

In this provision for the declaration of common rules it will be seen that the New South Wales court possesses much broader powers than the New Zealand court with respect to those who have not put themselves under its authority by registration. It may be added that this is especially true in the case of unorganized work people, inasmuch as the New Zealand law applies in a very limited degree to them.^(d) But the New South Wales court possesses very much larger authority also over those who are organized and registered under the law, whether work people or employers. Thus, for the purpose of securing obedience to its award or direction the court may order

^a Sec. 37, Industrial Arbitration Act, 1901.

^b B. R. Wise, in *National Review*, 39:880.

^c Cf. *Industrial Democracy* (ed. 1902), Part III, Chap. III.

^d Cf. *supra*, p. 471.

the suspension of any member from a registered union for any specified period, or it may order the union's registration to be canceled. Further, it is made the duty of the registrar to apply to the court for cancellation of a union's registration whenever he considers there is good reason therefor or finds that the provisions of its rules which are required by the law are not lived up to, or that dues or fines are not being collected, or that the union's accounts are not being properly kept, and the court may order the cancellation. This power to cancel a union's registration independent of its will does not exist in New Zealand, where cancellation is provided for only upon application of the union. Another provision not found in New Zealand gives the president of the New South Wales court power to order the payment by any member of a registered union of any subscription or fine not exceeding £10 (\$48.67), due under the union's rules, when applied to by the proper officials of the union.

New South Wales has gone much further than New Zealand in prohibition of strike or lockout. The latter colony simply forbids any such action or the discontinuance of employment or service while proceedings under the law are pending. New South Wales applies the prohibition not only during the pendency of proceedings but forbids any such course or the instigation of or aiding in it "before a reasonable time has elapsed for a reference to the court of the matter in dispute." Infringement of this prohibition is punishable by fine up to £1,000 (\$4,866.50) or imprisonment up to two months in New South Wales, as compared with a fine not exceeding £50 (\$243.33) in New Zealand.

Finally, New South Wales has added a provision to prevent evasion of awards by employers, which makes it illegal for any employer to dismiss an employee because he is a member of a registered union or because he is entitled to the benefit of an award, and such employer is liable to a penalty not exceeding £20 (\$97.33) for each employee so dismissed.

The New South Wales statute is more concisely drawn than that of New Zealand, and many points of minor detail covered in the latter do not appear in the former. The above, however, include all the important differences between the two statutes, and they mark that of New South Wales as the most radical arbitration law in existence. How radical is perhaps nowhere more clearly indicated than in the following declaration of the basic principle of the law and its functions in the industrial world made by the court of arbitration, which was established under it, in connection with its first decision in case of a dispute between employer and employees as to terms of employment:

The attitude assumed by the company was, we understand, the outcome of its belief, and no doubt an honest one, that this court could

not take cognizance of the dispute, and that as a matter of contract, inasmuch as the union laborers were not bound to work when called upon, the company was under no obligation to employ them. As a matter of contract, apart from the industrial arbitration act, it may be conceded the view of the company was right, but the absolute freedom of contract that existed prior to the passage of that act has been considerably modified by its provisions. Freedom of contract remains unimpaired in this sense, that parties may still make their voluntary agreements and may mutually agree to vary or cancel them; but so far as employer and employed who come within the scope of the act are concerned, existing terms and conditions of employment can not be disturbed at the will of one party only. The basic principle of the act is continuity of industrial employment and operation, with a prohibition of industrial warfare, and of anything in the nature of a strike or a lockout, which experience has proved to be a method of attempting to remedy grievances disastrous to those immediately concerned and most inimical to the general welfare. This court is the sole statutory arbiter of the fairness or justice of any proposed alterations in existing terms and conditions of employment, as applied to persons within the purview of the act, and to it resort must be had if no agreement as to those alterations can be arrived at, subject, however, to the rights of the court to dismiss any matter if it thinks the dispute too trivial, or that an amicable settlement can and should be come to.^(a)

The New South Wales act went into effect on December 10, 1901, and by its terms was to continue in force until June 30, 1908, or six and one-half years. From reports published by the New South Wales labor commissioners^(b) it appears that by March 3, 1902, 50 unions of work people and a considerable number of employers' unions had registered or applied for registration under the law, and by the 20th of that month the total numbered 104 for employers and 75 for work people. Delegates from these unions, in separate convention, on March 24 made nominations for members of the court. In each convention but three names were presented for the nomination, and in the balloting there were in the case of the employers 183 votes cast out of a total of 197 delegates, while in the workers' convention 132 out of 136 delegates voted. The nominee receiving the highest number of votes was in each case reported as recommended for the court, and on April 1 was duly appointed. These two members were, respectively, a civil engineer and the secretary of the National Seaman's Union, the latter being also a member of the legislative assembly of the colony. A judge of the supreme court having been named as president, the court of arbitration organized at once, proceeded to the formulation of its rules of procedure, and since April, 1902, the

^a Newcastle and Hunter River Steamship Co. v. Newcastle Wharf Laborers' Union, reported in New South Wales Labor Bulletin, No. 5 (July, 1902), p. 311.

^b In the Labor Bulletin, published monthly by the commissioners from March to August, 1902, and thereafter discontinued.

New South Wales system of compulsory arbitration has been in full operation, with a continued growth in the court's business.^(a)

SOUTH AUSTRALIA.

The first proposal of arbitration legislation in South Australia was in 1890, consequent upon the great maritime strike. A bill was introduced in the legislature on December 12 of that year, designed, according to its title, "To encourage the formation of industrial unions and associations and to facilitate the settlement of industrial disputes."^(b) Four years later, after the bill had formed part of the policy of four different governments and, with some amendments, been twice passed by the house of assembly, only to fail of passage in the legislative council, this measure became the South Australian Conciliation Act, 1894, assented to December 31 of that year. The author of this measure was Mr. C. C. Kingston, ex-attorney-general and afterwards chief secretary and minister of labor of the colony, and it was chiefly to his efforts that the ultimate passage of the act was due.

The provisions of this elaborate South Australian law, containing 10 parts and 86 sections, may be summarized under the following 6 heads:

1. *Registration of trade unions and employers' associations.*—The act provides for an industrial registrar, appointed by the governor, with whom any single organization may register as an "industrial union," or several affiliated organizations may register as an "industrial association." The effect of registration is threefold: (a) It gives the union power to enter into legally enforceable agreements; (b) it makes the rules of the organization legally enforceable upon its members, and (c) it renders the union subject to compulsory arbitration, and makes strikes or lockouts by it or its members illegal. The manner in which this third result is secured will appear later. In

^a For an account of the practical operation of the New South Wales compulsory arbitration system, it has been deemed best to simply refer the reader to the very recent and authoritative report by Dr. Victor S. Clark on "Labor conditions in Australia," in Bulletin of the United States Bureau of Labor, No. 56 (January, 1905) (pp. 93-153 especially for New South Wales). This is done both because Doctor Clark's account is practically complete to date, so far as evidence available in this country at this writing is concerned, and because his report is equally accessible with any summary of it which might be presented here, such summary being, in fact, of somewhat doubtful desirability as compared with the detailed account, since, as emphasized by Doctor Clark, experience under compulsory arbitration in Australia has as yet been too short to warrant any very general conclusions as to results.

^b A copy of this bill is printed in the report of the New South Wales Royal Commission on Strikes, 1891, p. 71.

regard to the first two it is necessary to note that the South Australian Trade Union Act of 1876^a) prevented unions from exercising any legal rights over members and from making legally enforceable contracts with employers. To clear away this restriction and enable unions to undertake responsible negotiations with employers is the design of the registration provisions of the Conciliation Act. Unions or associations registered under the act may sue and be sued, and any member, whether an individual or a union, making default in compliance with their rules, is punishable by a fine not exceeding £5 (\$24.33) in case of an individual, or £10 (\$48.67) in case of a union, enforceable by summary proceedings before magistrates or justices of the peace.

2. *Industrial agreements.*—Agreements under the act may be drawn up between registered organizations, between such organizations and individuals, or between individuals, in relation to any industrial matters or for the prevention and settlement of industrial disputes. Such agreements must be made for a term not exceeding three years. They may be altered, renewed, or canceled by the parties bound thereby, but while they are in force they are binding "on the parties thereto and on every person at any time during the term of such agreement a member of any organization party thereto, and on every person who in manner prescribed above shall signify to the registrar concurrence therein," all such being likewise entitled to the benefit of agreements. Compulsion is given to agreements by making any infringement of them an offense punishable by fines either in sums specified by the agreement or, where not so fixed, of not more than £500 (\$2,433.25) for an organization and not more than £50 (\$243.33) for an individual.

3. *Boards of conciliation.*—The act provides for two classes of boards, private and public. The former are those constituted by industrial agreement with such jurisdiction over the parties making the agreement as is specified therein, and within the limits set thereby exercising the same powers as public boards.

Public boards of conciliation are of two kinds, local boards and the state board. Local boards are to be set up voluntarily by employers and employees for particular localities and industries. Petition for such a board must be made to the minister of industry and a license issued by the governor, such license to be granted, however, only after proof to the registrar that the board is desired by at least one-half, respectively, of the employers and employees of the locality and industry concerned. The members of the board, except the chairman, are to be elected annually, one-half each by employers and employees,

^a The South Australian law on the point here considered follows the English Trade Union Act of 1871.

voting separately, and the members are to choose a chairman outside of their own number for a term of two years. To vote for members registration as a voter is necessary. Such registration, which is entirely voluntary, is open, upon written application, to all employers and employees who have been engaged in the industry and locality for the two months preceding the time of registration.

The state board of conciliation is composed of seven members appointed by the governor. Three of these may be recommended to the governor by the registered employers' organizations and three by the registered employees' organizations, these six holding office for two years. But the seventh, who is president of the board, is to be appointed independently by the governor for five years. Provision is made for the temporary appointment for any particular case of members other than the regular members, either in addition to or in place of the latter.

A local board may take cognizance of any dispute within the trade and locality for which it was established, upon the application of one party,^(a) or any dispute referred to it by an industrial agreement or any dispute referred to it by what the act terms "compulsory conciliation." The state board has jurisdiction over all disputes referred to it by the industrial agreement or by compulsory conciliation and of cases transferred to it from local boards. The transfer of cases which would otherwise go before a local board may be made by the president of the state board at the request of the local board, when it appears to the president that the case can be more satisfactorily disposed of before the state board. The reference of cases by compulsory conciliation applies only to registered unions or associations. In case of any dispute involving such organizations the president of the state board may at any time after investigation certify to the governor of the colony that the dispute "is one which should be settled by compulsory conciliation," whereupon the governor may by proclamation refer the case to the state board.

In cases before them all boards are to "carefully and expeditiously" investigate the dispute, "make all such suggestions and do all such things as shall appear to them as right and proper" to bring about an amicable agreement of the parties, and that failing, shall, "by an award, decide the question according to the merits and substantial justice of the case." Cases may be temporarily referred by a board to a committee of its members, composed of equal numbers of employers' and employees' representatives, for purposes of conciliation. Decisions of boards are by majority vote of members, five constituting a quorum, the chairman or president not voting except

^a The law itself does not definitely state that application by one party alone is sufficient, but regulations issued by the governor under date of January 30, 1895, do so specify.

in case of a tie. Boards are given full power to compel the attendance and examination of witnesses. No counsel or agent shall appear before a board unless he is personally interested in the dispute in hand.

4. *Enforcement of awards.*—All awards under the act are compulsory. They must specify the organization or persons upon whom they are to be binding and a period not exceeding two years during which they shall be enforceable. In cases decided by local boards or by the state board upon transfer to it from a local board, awards, unless they otherwise specify, are binding upon all persons enrolled as voters for the local board at the time the award is made. The members of a registered organization named in an award can not escape from it by withdrawing from registration. It is expressly provided that any such withdrawal, which may occur in any case only upon the desire of two-thirds of the members and after two months' public notice, shall not relieve any union or association or any of its members "from the obligation of any industrial agreement or industrial award."

Duplicates of awards are to be filed with the registrar, who is to take the necessary steps for their enforcement whenever called upon by parties interested, and all courts and officers of the province are to aid him therein. To enforce an award, process may be issued for the payment by an organization or person of not more than £1,000 (\$4,866.50), or by an individual on account of membership in an organization of not more than £10 (\$48.67). Further, any person willfully defaulting in compliance with an award, unless the award specifies to the contrary, is guilty of an offense punishable by fine of not over £20 (\$97.33), or by imprisonment for not more than three months. All these provisions for enforcing awards apply to industrial agreements as well, except as expressly limited by the latter.

5. *Reports on industrial disputes.*—All of the above provisions have to do with methods of conciliation and arbitration in the strict sense. One further process is provided for. In the case of any industrial dispute the president of the state board may, after investigation, certify to the governor that the case is one which should be "investigated and reported upon" by the state board, whereupon the governor may by proclamation refer the case to that board for such purpose. Thereupon the state board is to make investigation and, in place of an award, embody its decision on "the merits and substantial justice of the case" in a report to be filed with the registrar, but which is in no wise compulsory upon the parties. Also, any public board in any case where an award might be issued may, if it seems preferable, make and publish a report in place of the award.

6. *Penalties upon strike or lockout.*—In the case of any dispute for the settlement of which any board of conciliation has jurisdic-

tion the act makes it an offense for any registered organization or member thereof to "take part in, support, or assist directly or indirectly" any lockout or strike. Such an offense is punishable by a fine of not more than £500 (\$2,433.25) against an organization or not over £20 (\$97.33) against an individual. For this, as for all offenses against the act, proceedings may be had before any special magistrate or two justices of the peace, with appeal to the local court of Adelaide of full jurisdiction.

Put in a word, this South Australian system may be described as permissive compulsory arbitration. That is, while it provides for arbitration compulsory both as to award and reference even to the extent of compelling reference independent of the desire of either party to a dispute, nevertheless the whole plan can be operated only as employers and employees choose to put themselves under it either by entering into agreements so to do, by enrolling as voters for a local board, or by registering as unions. To those choosing to submit to it, the act offers compulsory arbitration. For all others the possibilities of the law are limited to the friendly mediation of a government official in the person of the president of the state board, or a public investigation of disputes by that board at the instance of the government.

The South Australian law of 1894 went into force on January 30, 1895, and has never been repealed. It proved a complete failure from the first, however, for the reason that neither employers nor work people chose to accept what it offered them. No union ever registered under it, no local board was ever established, and no formal agreement under the act was ever made. The state board was appointed by the governor and organized, but its record is limited to a single case of investigation, which was of no service toward a settlement of the dispute. In this instance, which occurred during March and April, 1895, the parties were under formal agreement as to wages. This agreement had been reached by arbitration following a strike in 1890, and bound the employees' union to support no strikes and to submit disputes to arbitration. When, however, the employer in March, 1895, suddenly reduced wages a strike followed. Thereupon, in the interests of the public and without formal application from either party an investigation was undertaken by the state board. When the board called upon the employer to appear and testify, the latter promptly refused, challenged the jurisdiction of the board to inquire into the dispute, and demanded that his counsel be heard on the latter point. The board declined to consider the question of its authority, nor did it deem it advisable to attempt compulsion in the case, but proceeded to investigate without the employer's testimony and made a report with unanimous recommendation as to each point at issue, which report was made public.

This had no effect upon the parties, however, and the strike was continued and new hands were hired by the employer.^(a)

The testimony of those who have investigated the matter on the ground is to the effect that the unfavorable reception accorded the law was inspired, in the case of employers, by a general opposition to anything like government investigation into, or interference with, their business affairs, while the working people were afraid of curtailing their liberty of action, not being certain as to what submission to the act might ultimately involve. One of the latter has explained the support given the measure in Parliament by the representatives of the workingmen as due to their personal respect for the author of the law rather than to any faith in it as a practical measure.^(b)

WESTERN AUSTRALIA.

This colony first legislated with reference to the settlement of industrial disputes in 1900, in which year the New Zealand compulsory arbitration system was adopted by act of December 5. This was replaced by a second law, assented to February 19, 1902, which stood unamended down to the year 1905. Each of these statutes is so nearly identical, section for section, with the New Zealand laws in force at the time of their passage that no account of Western Australian legislation is necessary beyond mention of the changes introduced in copying the New Zealand acts.

Comparing the systems of the two countries as they are at present, it is found that the differences, aside from matters of altogether minor detail, lie chiefly in the omission by Western Australia of the following New Zealand features:^(c) (1) Cognizance by the boards and court of disputes in related trades; (2) extension of awards to the entire colony; (3) extension of awards to unions not registered under the arbitration law; (4) extension of awards to apply to the whole of a firm's business where different trades would be involved; (5) continuance of awards in force beyond the period stated therein, and (6) enforcement of awards at the instance of the state factory inspectors. All of these, it may be noted, are features added to the New Zealand system after its establishment^(d) and enlarging its

^a The facts as to the one case under the law are set forth in the *Adelaide Advertiser* of April 19, 1895. For other information as to the law's failure reference may be made to a report published by the French bureau of labor in 1901, entitled "*Législation Ouvrière et Sociale en Australie et Nouvelle Zélande*," which contains the results of a special mission by Prof. Albert Métin, pp. 105 et seq.

^b Cf. Métin, *op. cit.*, p. 110, and article "Quelque Expériences de Conciliation par l'Etat en Australie," in the *Revue d'Economie Politique*, XI: 539, by M. Antonie Bertram, who wrote from personal knowledge of conditions in the colony.

^c Cf. *supra*, pp. 467, 468, 470, 473-475.

^d By the amendments of 1900 or 1901.

scope. To the extent indicated by their omission, therefore, the Western Australian system is less radical. All these omissions, save the first mentioned, it will be seen, have to do with arbitration.

But while the Western Australian statute is narrower than the New Zealand, as above indicated, in two directions it goes much farther. In the first place, Western Australia not only puts her railway servants within the jurisdiction of the court of arbitration,^(a) which is as far as New Zealand has gone, but puts all government employees in the same position, so far as they are members of unions registered under the law. In the second place, and this constitutes the most important departure from the New Zealand model, Western Australia undertakes to prohibit strikes and lockouts entirely. New Zealand simply prohibits such action after a reference to board or court has been made, but Western Australia has enacted that "any person who takes part in or is concerned" in a strike or lockout, or, before a reasonable time has elapsed for reference of a dispute to a board or the court or during the pendency of proceedings after a reference, suspends or discontinues employment or work on account of that dispute, or instigates to or aids in any of the above acts, is guilty of an offense and, upon summary conviction, on the information or complaint of the registrar, or of any registered union, is liable to a penalty not exceeding £50 (\$243.33).^(b) In support of this prohibition the Western Australian law requires that the rules of every registered union shall provide that no part of its property or funds shall be applied to aid or assist any person engaged in a strike or lockout and that all disputes in which its members are concerned which can not be settled by mutual consent shall be referred for settlement under the arbitration law.^(c)

The above include all the differences of any importance between the present laws of the two countries.^(d) In addition to these, three features in the Western Australian law of 1900, likewise new to the New Zealand laws which were copied, may be noted, though all three were dropped in 1902. One of these required that before any union of workers could commence proceedings in the arbitration court it must deposit with the registrar of the supreme court of the colony £25 (\$121.66) if its members numbered 50 or less, £50 (\$243.33) if its members numbered from 50 to 100, and £100 (\$486.65) for a member-

^a But not of boards of conciliation.

^b Act of 1902, sec. 98. This prohibition of strikes and lockouts apparently follows the New South Wales act of 1901.

^c Act of 1902, sec. 4.

^d Of other variations suffice it to say that the most notable one consists in a limitation of the privilege of registration and consequent use of the system in the case of labor unions to organizations with at least 15 members in Western Australia as compared with 7 in New Zealand.

ship above 100, or give security in those sums, and any employers' union must deposit or find security for £100 (\$486.65). By this means the union's ability to meet any order of the court as to cost of the procedure or enforcement of awards was to be assured. Another provision in the 1900 act prohibited any union which had not satisfied a judgment of the court as to costs of an award or penalty from again moving the court under any circumstances until such judgment should be satisfied. The third provision of the earlier law, above alluded to, gave the court of arbitration power to grant injunctions and prohibitions and issue writs of mandamus. While this provision, like the other two, does not appear in the later law, it should be said that its omission scarcely indicates any curtailment of the court's power for the purposes of the act.

The Western Australian act of 1900 became law on December 5 of that year. According to the Annual Report of Proceedings under the Industrial Conciliation and Arbitration Act, by the registrar of friendly societies for the year ended June 30, 1903, the work of organizing the boards and court was completed about seven months after the law went into force. On the 1st of February, 1901, the colony was by proclamation divided into four industrial districts and a clerk of awards was appointed in each district. On the same date the regulations for procedure were published also.^(a) The four boards of conciliation were organized, respectively, on April 19, June 21, July 5, and September 19, and the court of arbitration on June 28. Since the middle of 1901, therefore, the Western Australian compulsory arbitration system has been actively, and, it may be added, in constantly increasing measure, in operation.^(b)

COMMONWEALTH OF AUSTRALIA.

The latest development of legislation for the settlement of industrial disputes in Australia is to be found in the Commonwealth Conciliation and Arbitration Act, which was assented to December 15, 1904.^(c) This law was passed under specific authority for such

^a The regulations of February 1, 1901, were amended on March 15 and November 8 of the same year. Regulations under the act of 1902 were issued May 6 of that year, and these received amendment on October 10, 1902, February 13, May 1, and September 11, 1903.

^b For information as to the operation of the Western Australian system the author can not do better than simply refer the reader to the very recent and full account given by Dr. Victor S. Clark in his report on "Labor conditions in Australia," in Bulletin of the United States Bureau of Labor, No. 56 (January, 1905), pages 78-153. This is done here for precisely the same reasons given for a similar reference in the case of New South Wales.

^c Acts of 1904, No. 13.

legislation given by a clause of the Commonwealth constitution which conferred upon the Parliament power to pass laws for "conciliation and arbitration for the prevention and settlement of industrial disputes extending beyond the limits of any one state."^(a) Doctor Clark^(b) notes that the act was passed only after two years' parliamentary debate and after it had caused the fall of two ministries.

The Commonwealth statute is almost entirely made up of features taken with more or less modification from one or another of the arbitration laws of New Zealand, New South Wales, Western Australia, or South Australia, which have been described in preceding pages. The main features of the Federal system are outlined in the following summary under four heads.

ADMINISTRATION.

Only one permanent tribunal is set up—a court of conciliation and arbitration—composed of a single member, styled the president, who is appointed directly by the governor-general from among the justices of the high court (the supreme court) of the Commonwealth, without any nomination by employers or employees. The president may appoint any justice of the high court or judge of the supreme court of any state to act as his deputy for such functions as the president may assign to him in any part of the Commonwealth. Besides the court, there is provision for a permanent industrial registrar and, if necessary, deputy registrars in charge of registry districts, for the purpose of registering organizations under the act as in the state laws. There may be appointed also temporary local industrial boards as noted below.

JURISDICTION.

In accordance with the constitutional limitation above quoted, the jurisdiction is limited to disputes extending beyond the limits of any one state, including disputes affecting any industry carried on by or under the control of the Commonwealth or any state government. As to subject-matter the court's jurisdiction is all-inclusive of industrial disputes of any kind between employer and employed.

In connection with the question of preferences to unionists it is specified that the union must be nonpolitical and that preference shall not be granted unless "the application for such preference is, in the opinion of the court, approved by a majority of those affected by the award who have interests in common with the applicants."

^a Constitution of 1900, Part V, sec. 51-xxxv.

^b Bulletin of the United States Bureau of Labor, No. 56, p. 155.

As to parties, the court's jurisdiction extends to disputes between individual employers, or organizations of employers registered under the law, and organizations of employees registered under the law, or to any dispute "certified by the registrar as proper in the public interest to be dealt with by the court." Under this latter provision it appears that disputes involving only unorganized workers might be referred to the court. In order to register under the Commonwealth act it is required that an association of employers must have employed for six months prior to application for registration an average of not less than 100 employees, and that a workers' union must have not less than 100 members, and registered organizations must be nonpolitical in character.

In this matter of registration the Commonwealth has adopted one new feature in a provision whereby the governor-general may, on the recommendation of the president of the court, by proclamation declare the act to apply to any trade union or employers' association, which shall thereupon become a registered organization under the act, for the purposes of the act generally or as specified in the proclamation, until such time as such proclamation may be revoked by the governor at the president's recommendation. It is thus possible for the government upon its own motion to put any unregistered organization under the jurisdiction of the law. The right of referring disputes to the court, so far as the parties are concerned, is specified only for registered organizations, so that unless a single employer with 100 or more employees should be deemed eligible for registration as an organization, it appears that individual employers have no power to make a reference. As to extension of awards, the "common-rule" provision of New South Wales has been incorporated in the Commonwealth system, so that the court, after notice and, if desired, hearing of the parties to be affected, and with "due regard to the extent to which the industries or the persons affected enter or are likely to enter into competition with one another" may declare that "any practice, regulation, rule, custom, term of agreement, condition of employment, or dealing whatsoever determined by an award in relation to any industrial matter" (sec. 38) shall be a common rule of the industry, subject to such conditions or exceptions as the court may see fit to impose out of regard for local circumstances.

Finally, with reference to jurisdiction, one of the purposes of the act is declared to be "to enable states to refer industrial disputes to the court and to permit of the working of the court and of state industrial authorities in aid of each other." Under the definitions contained in the act the state industrial authorities mentioned mean industrial conciliation or arbitration boards, or wage boards like those in Victoria. In accordance with the above provision, it is not

only possible for any such state industrial authority, or the governor in council in any state having no such agency, to refer any dispute cognizable by the Commonwealth court to that court, but the said court, if it considers that any state industrial authority is dealing or about to deal with an industrial dispute cognizable by itself, may direct the transfer of the case to the Commonwealth court, and the case shall be so transferred to the exclusive jurisdiction of that court. It is also provided that if any state law or an award or order of a state industrial authority is inconsistent with an order or award of the Commonwealth court, then the latter shall supersede the former to the extent of the inconsistency. The jurisdiction of the Commonwealth court is thus made exclusive on matters of which it may take cognizance.

PROCEDURE.

As already indicated, disputes come before the court either on reference by registered organizations of employers or workers, party thereto, on reference by the registrar, or by transfer from a state board or court. The court's functions embrace both conciliation and arbitration. Thus section 16 of the act charges the president of the court with the duty "of endeavoring at all times, by all lawful ways and means, to reconcile the parties to industrial disputes, and to prevent and settle industrial disputes, whether or not the court has cognizance of them, in all cases in which it appears to him that his mediation is desirable in the public interest." Section 23 further directs that in the course of hearings on cases which have been referred to it, "the court shall make all such suggestions and do all such things as appear to it to be right and proper for reconciling the parties and for inducing the settlement of the dispute by amicable agreement." It is also provided that the court may temporarily refer any dispute before it to a conciliation committee composed of equal numbers of representatives of the two parties who shall endeavor to reconcile the two sides. If the court's conciliation efforts result in an agreement the latter shall be put in writing and when certified by the president and filed with the registrar, unless otherwise ordered by the court, "shall, as between the parties to the dispute, have the same effect as, and be deemed to be, an award." Similar enforceable agreements may also be made by parties in cases aside from those referred to the court.

If no settlement by conciliation be effected, the court shall proceed to render an award, from which there is no appeal. The court may, either with or without application from parties, appoint two assessors, one nominated by each side, or without such nomination, if necessary, to assist by advice. The court may refer any dispute for investigation and report to any state industrial authority

willing to act or to a special local board, composed of equal numbers of representatives of employers and employed, with a justice of the high court of the Commonwealth or of a state supreme court as chairman. The court may delegate to such a board any of its powers, including authority to effect a settlement by conciliation; and upon the board's report the court may render its decision with or without hearing further evidence or argument. The Commonwealth court, like the state courts, is fully endowed with authority to compel the presence and testimony of witnesses, the production of documents, and for securing evidence by inspection of premises.

ENFORCEMENT OF AWARDS.

Strikes and lockouts are absolutely prohibited by the Commonwealth law under penalty of £1,000 (\$4,866.50). Ceasing to work or dismissal of an employee by an individual worker or employer because of an award is punishable by fine of £20 (\$97.33). The court is given power to fix penalties for breaches of its orders or awards up to £1,000 (\$4,866.50) in the case of an organization or individual employer, or £10 (\$48.67) for a member of an organization. A penalty of £20 (\$97.33) is prescribed for willful breach of an order or award by any person. At any time during the hearing of a case referred by an organization the court may require the latter to furnish security not exceeding £200 (\$973.30) for the performance of the award. The court has authority, on the application of any party to an award, to issue an injunction to compel observance of the award under pain of a fine of £100 (\$486.65) or imprisonment for three months. For all offenses under the law for which a pecuniary penalty is specified there is a general provision under which a second offense is punishable by imprisonment not exceeding three months in addition to the pecuniary penalty.

Penalties for the breach of an order or award of the arbitration court may be imposed either by that court or by any court of summary jurisdiction, and such penalties may be sued for and recovered by either the registrar, any registered organization affected by the breach, or by any member of such an organization. The penalties are recoverable in any Federal or state court of competent jurisdiction by filing the registrar's certificate specifying the penalty, which thereupon becomes enforceable as any final judgment of such a court. The property of an organization, or, if necessary, that of members to the extent of £10 (\$48.67) each, is liable for the payment of penalties.

Finally, in addition to the above penalties, the Commonwealth law provides that any person guilty of any of the offenses specified as to strike or lockout, severance of the relation of employer or em-

ployed, or willful default in compliance with an order or award of the court, is liable also, at the discretion of the court and for such time as the court thinks fit, to the loss of (a) any benefits or privileges accruing under the Conciliation or Arbitration Act, (b) membership in any registered organization, or (c) rights to any payment out of the funds of any registered organization; and any or all of these disabilities may be incurred at once, and a penalty of £20 (\$97.33) is specified for the infringement of any such disability.

This Commonwealth compulsory arbitration law is too recent to afford as yet any evidence as to results in practice.

CANADA.

Four of the Canadian Provinces—Ontario, Nova Scotia, British Columbia, and Quebec—together with the Dominion government, have legislated with a view to the peaceable settlement of industrial disputes.

THE DOMINION GOVERNMENT.

In 1886 the Dominion government of Canada appointed a royal commission on labor, and one subject upon which this commission was directed to report was the "practical operations of courts of arbitration and conciliation in the settlement of disputes between employers and employees, and on the best mode of settling such disputes."^a

The result of the commission's investigations in this field was a recommendation in favor of local boards, combined with one central board. It was proposed that the local boards should be appointed by the government in all the larger trade centers, to be composed of three members—one employer, one workingman, and a third chosen by these two. On the central board there should also be three members, one of whom should be a member of a labor organization. Both local and central boards should have power to summon and examine witnesses on oath and to compel the production of books and papers. In case of dispute the central board should send immediately one of their number to the locality to endeavor to settle the case by mediation. Should he fail in this, he should urge the parties to submit the case to either the local or the central board. If one party refused to submit the case to either board, the arbitrator, who should have power to summon and examine witnesses under oath, should make report to the central board setting forth the facts and stating which party was responsible or blameworthy for the dispute. It was also recommended that parties should be free to refer cases to temporary boards of their own choosing. In case either party should be dis-

^a Report of the commission, 1889, p. 3.

satisfied with the decision of such a board or one of the local boards, there should be an appeal to the central board. Decisions of the central board, either on cases in the first instance or on appeal, should be "final and conclusive and to have the same effect as a decision given by any court of record."

The recommendations of the commission of 1886, though elaborated with considerable detail, bore no fruit in legislation, and apparently no bill based on those recommendations was ever introduced in Parliament.^(a) In 1892 and 1893 numerous petitions from trade unions to the House of Commons prayed for legislation upon the subject, but these also were fruitless, and no such legislation occurred until the Conciliation Act of July 18, 1900, the bill for which was introduced on June 27, passed July 6, and received the royal assent July 18.^(b)

THE CONCILIATION ACT OF 1900.

This law created a department of labor for the collection and publication of labor statistics, but assigns to it also the same functions with reference to conciliation and arbitration as are conferred upon the board of trade in England by the English law of 1896.^(c) All the provisions of the English statute are copied without change, save in some of the wording, and three new sections are added. Two of the latter are of little importance, one simply declaring that conciliators, in endeavoring to effect amicable settlements, may invite others to assist them, and the other setting forth the general duty of conciliators to be "to promote conditions favorable to a settlement by endeavoring to allay distrust, to remove causes of friction, to promote good feeling, to restore confidence, and to encourage the parties to come together and themselves effect a settlement, and also to promote agreements between employers and employees with a view to the submission of differences to conciliation or arbitration before resorting to strikes or lockouts."^(d) The third new section provides that in any proceeding for conciliation under the act, the conciliator (either individual or a board), before a settlement has been reached, may request of the minister of labor, who is the head of the labor department, an inquiry under oath into the causes and circumstances of the dispute with a view to removing misunderstanding or disagreement concerning facts. If both parties consent thereto, the governor in council may, upon recommendation of the minister, appoint the

^a No such bill is mentioned in either the Journal of the House of Commons or the Senate debates of the period.

^b 63-64 Vict., chap. 24. The law in full is reprinted in the Seventeenth Annual Report of the New York State Board of Mediation and Arbitration, 1903, p. 357.

^c Cf. *supra*, pp. 402-405.

^d Sec. 5.

conciliator for the purposes of such inquiry a commissioner under the general law respecting inquiries concerning public matters.^(a) which would give the conciliator the same powers to compel witnesses to attend and testify and produce documents as are exercised by civil courts of record.

The annual reports of the Canadian department of labor set forth each year the work accomplished under the Conciliation Act of 1900. The law permits the department to intervene in disputes, either upon its own initiative or upon request from the parties to disputes, but from the first it has followed the principle of intervening only upon application.

Thus the first report states that—

The department has proceeded on the assumption that an opportunity being afforded for either party to a dispute to make application for its friendly intervention to aid in effecting a settlement, it would be inexpedient for the department itself to take the initiative.^(b)

And the latest report^(c) reiterates:

The attitude of the department of labor toward industrial disputes has been from the outset to intervene only when requested by one of the parties or some responsible person or persons on their behalf, or on behalf of the community, and in all cases only where it appears that the parties immediately concerned, or one of them, are desirous of the department's intervention.

A summary of intervention, and general results by years shows the following totals:

RESULTS OF INTERVENTIONS BY THE DEPARTMENT OF LABOR IN STRIKES AND LOCKOUTS, CANADA, 1901 TO 1904.

Year ended June 30—	Requests for intervention.	Complete settlements by department's intervention.	Settlements aided by department's intervention.	No settlement effected by department.	Total strikes and lock-outs (a) in Dominion.
1901.....	5	5	.....	.....	104
1902.....	11	6	1	4	123
1903.....	13	4	6	3	160
1904.....	4	2	.....	2	103
Total.....	33	17	7	9	490

^a That is, the number reported to the department during the calendar year.

Requests for intervention have come to the department chiefly from the work people, the reports showing definitely that 27 of the 33 requests were made by them, and presumably three others (in 1901-2),

^a Cf. Revised Statutes of Canada, 1886, chap. 114.

^b Report of the Canadian Department of Labor for the year ending June 30, 1901, p. 31.

^c Id., year ending June 30, 1904, p. 46.

whose source is not definitely stated, were from them also. In one instance (in 1901-2) application came from employers, and in two cases (in 1902-3) third parties—members of Parliament in each instance—requested the department to intervene.

In all but three cases (one in 1901-2 and two in 1902-3) the application for intervention was made after strike or lockout had occurred. The department's intervention in the three cases before suspension resulted twice in complete settlement and in the third instance (one of those in 1902-3) aided to a settlement, and so, according to the reports, averted or helped to avert threatened strikes.

Of the nine strikes or lockouts in which neither complete nor partial settlement was effected by the department, in one (1902-3) a settlement was effected by the mayor of the town and a member of Parliament (the latter of whom had requested the intervention), while the deputy minister of labor was on his way to the scene of the dispute, and in another (1903-4) request for intervention from a trade union was withdrawn before the deputy minister could reach the scene, and in accordance with the department's policy of non-intervention without desire of at least one side no intervention occurred. In the other seven cases negotiations under the law failed to effect any settlement in whole or in part. In all of these the reports state that the employers claimed either to have filled the places of the strikers or to be no longer embarrassed by their absence, so that negotiations with a view to conciliation were either impossible or useless.

All of the work thus far done under the Canadian Conciliation Act of 1900 has been in the nature of conciliation pure and simple, no request for the appointment of an arbitrator under the law ever having been received and no formal commission of inquiry as provided for in the act ever having been asked for or issued. In the cases of intervention above noted the work of conciliation was done in a few instances by the minister of labor, who is the head of the department of labor, but in all the others, constituting the great majority of the cases, by the deputy minister as conciliator under the act, so that no conciliator from outside the department was appointed.

The methods followed by the minister or his deputy in their interventions have been in most instances the usual ones in such work, consisting of efforts either to bring the parties together in conference or to formulate terms acceptable to both. Three cases appear in the reports of the four years' work here reviewed in which, after such procedure was found to offer no prospect of settlement, the deputy minister of labor made a careful investigation into the causes and status of the dispute, the results being in each case published in the department's monthly Labor Gazette. One of these special inquiries (in 1901-2) does not appear to have contributed to the termination

of the strike, which did not end until a month later; but the report of the department's intervention in this case asserts that "there can be no doubt that an important service was rendered to the mining interests of British Columbia (where the dispute was) and to the workingmen of that Province by the investigation."^a The other two such investigations (in 1902-3) were of service toward settling the disputes. In one, made in connection with a railway dispute over non-payment of wages, the investigation was made the basis for further correspondence of the department with the railway company, and this correspondence was finally laid before Parliament by order of the latter, and the department's report^b of this case asserts:

There is no doubt that the publicity given to the facts in this way, as well as in the statement published in the numbers of the *Labor Gazette*, * * * together with the investigation made by the department under the Conciliation Act, had a great deal to do with hastening the settlement of the claims in question and bringing about a resumption of operations by the road.

In the other case the report states that the facts ascertained by the investigation "were set forth at length in an official report to the honorable the minister of labor, which report, being published in the *Labor Gazette* and circulated in the local press, became one of the features which subsequently assisted in effecting a termination of the dispute."^c Interesting in this connection is a point noted in the report of the first year's work under the law to the effect that the element of publicity was found to be a valuable adjunct in all of the conciliator's work. The report says:

It is to be noted that the power of the conciliator, though the acceptance of his services be voluntary, is not as dependent upon the willingness of each of the parties to avail itself of his good offices as may at first sight appear. The strength of his position, as the experience of the past year has shown, lies in the provision made by another clause of the act, that the conciliator must present to the minister of labor a report of his proceedings, which report, as contemplated though not expressed in the act, is published in the *Labor Gazette*, the official journal of the department. The knowledge by each of the parties to a dispute that its case, in so far as the position can be learned by the conciliator, must appear in an official record of the government, which serves as a focus of public opinion, has a tendency to cause each party to submit a fair statement of its case at the outset, and to refrain from any delay in granting reasonable concessions or from holding out for excessive demands, once this statement has been made and an effort toward a settlement is under way.^d

^a Report of the Canadian Department of Labor, 1902, p. 39.

^b *Id.*, 1903, p. 41.

^c *Id.*, 1903, p. 48.

^d *Id.*, 1901, p. 32.

THE RAILWAY LABOR DISPUTES ACT, 1903.

A more original and significant contribution to legislation for the settlement of industrial disputes than the Conciliation Act of 1900 has been made by Canada in a law of 1903, known as the Railway Labor Disputes Act. An account of the framing and passage of this act, given by the department of labor in its report for 1903,^(a) shows that that department was primarily responsible for the measure. A protracted strike on the Canadian Pacific Railway in the summer of 1902 having called attention to the need of legislation to prevent such interruption of the means of transportation and communication, and compulsory arbitration having for some time been advocated by a considerable number of organizations, both of capital and of labor, the minister of labor introduced in the next session of Parliament (1902) a compulsory-arbitration bill^(b) for railway disputes. The minister, however, stated expressly that he did not intend to press the bill, and that its introduction was mainly for the purpose of calling forth an expression of opinion from interested parties and the public generally, which might serve as a guide to further legislation. In fulfillment of this purpose, therefore, the department of labor proceeded to give the largest possible publicity to the bill by extensive distribution of copies and to secure as many expressions of opinion concerning it as possible, especially from the railway companies and the various brotherhoods of railway employees. Responses from the railway companies were few, but numerous expressions of opinion were received from the labor organizations, and most of the latter were strongly opposed to the bill. By special attention to press opinions the department endeavored to ascertain the attitude of the general public toward the measure, finding in this direction a less general opposition to compulsory arbitration than among the trade unions, but finding at the same time considerable doubt expressed as to the advisability of adopting the principle on account of the serious practical difficulties involved, especially in the matter of enforcing awards and securing just decisions on questions which must ultimately be determined by economic forces.

But while this investigation of public opinion and the sentiment of interested parties tended to discourage the idea of compulsory arbitration, experience under the Conciliation Act of 1900 had shown the department that in some disputes the power to compel testimony and the production of documents was necessary to a correct understanding of the situation and therefore a necessary preliminary to any settlement, and that such power in order to be effective must be

^a Pages 58-60.

^b Published in full as an appendix to the June (1902) Labor Gazette.

available independently of the will of the parties. Consideration of public sentiment and experience together, therefore, led the minister of labor to introduce at the next session of Parliament a new measure "carrying as far as was possible the principle of voluntary conciliation, but substituting for compulsory arbitration, with its coercive penalties, the principle of compulsory investigation, and its recognition of the influence of an informed public opinion upon matters of vital concern to the public itself."^a) The bill was introduced March 17, passed May 6, and received the royal assent July 10, 1903.^(b)

The Railway Labor Disputes Act, 1903, applies only to railways; but to all such, whether operated by steam, electricity, or other motive power, and whether private or government roads, the law is applicable in any "dispute, disagreement, or dissension" between any railway and any of its employees "which, in the opinion of the minister [of labor], may have caused or may cause a lockout or strike, * * * or which has interfered or may interfere with the proper and efficient transportation of mails, passengers, or freight, or the safety of persons employed upon any car or train."

The agency through which the machinery provided for in the law is to be set in motion is the minister of labor, and whenever, in his opinion, such a dispute as above described exists he may start proceedings under the act either upon application of any party to the difference or upon application from the corporation of any municipality directly affected by the dispute, or of his own motion. The first step in the procedure is the establishment, under the hand and seal of the minister, of a "committee of conciliation, mediation, and investigation," composed of three persons, one each named by the railway employers and the employees who are parties to the dispute and the third by the other two or by the parties, if they can agree upon some one. If either party fails to appoint its member within the time set by the minister of labor, which may not be over five days, then the minister, or, in case of the two government railways, the lieutenant-governor in council of one of the Provinces, may appoint such member, and the same provision applies in case of failure of the parties' members to name a third.

It is the duty of the conciliation committee "to endeavor by conciliation and mediation to assist in bringing about an amicable settlement of the difference to the satisfaction of both parties, and to report its proceedings to the minister." If they fail in this effort,

^a Report of the Canadian Department of Labor, 1903, p. 59.

^b 3 Edward VII, chap. 55. The act is printed in full in the Seventeenth Annual Report of the New York State Board of Mediation and Arbitration, 1903, p. 359.

the minister may then refer the case to arbitration under the act before a "board of arbitrators," to be established, like the conciliation committee, under the hand and seal of the minister. If both parties agree thereto the conciliation committee may act as the board of arbitrators, but if either party objects to its representative, or the third member on the committee acting on the board, then these shall be replaced by new members, named in precisely the same manner as the original members of the committee. The constitution of the board of arbitrators is, therefore, exactly the same as that of the conciliation committee, but the members may be the same or different persons. The law specifies that the third member shall be chairman of the board. It is the duty of the board of arbitrators to "promptly convene * * * and * * * in such manner as it thinks advisable make thorough, careful, and expeditious inquiry into all the facts and circumstances connected with the difference and the cause thereof, and shall consider what would be reasonable and proper to be done by both or either of the parties with a view to putting an end to the difference, and to preventing its recurrence," and shall with all reasonable speed make a report of its procedure, findings of fact, and recommendations to the minister of labor. The decision of a majority of the members shall be the decision of the board. The minister of labor is forthwith upon its receipt to cause the report of the board to be filed in the department of labor and a copy to be sent free of charge to each party to the dispute, to any municipal corporation which may have applied for action under the law, and to any newspaper in Canada which may apply for a copy, and copies shall be furnished at cost to any others who desire them. The report shall also be published without delay in the Labor Gazette, and shall be included in the annual report of the department of labor. The findings of the board of arbitrators carry only such force as public opinion may give them, and it is expressly stipulated in the law that no court may "recognize, enforce, or receive in evidence" any report of the board of arbitrators or committee of conciliation against any person for any purpose, except in case of prosecution for perjury.

For the purposes of its inquiry a board of arbitrators under the law has the same power to summon witnesses and require them to give evidence on oath or produce documents as any Canadian court of record in civil cases. The board may conduct its proceedings in public or in private, as it chooses; it may decline to allow counsel for parties to appear before it, though otherwise such counsel may appear if both parties agree thereto, and in all cases a class of employees may be represented before board or committee by a limited number, chosen by a majority, or by agents other than counsel, and

the board may place any person guilty of any unlawful contempt in the face of the board in custody until the board rises.

The department of labor is to pay the expenses of proceedings under the act, including, for either committee of conciliation or board of arbitrators, traveling expenses of members, compensation of \$10 per day for members other than chairman, and for the latter such compensation as the governor in council deems reasonable, and the expense of a stenographer, secretary, and any other clerical assistance which may seem to the minister of labor to be necessary.

The first case of practical application of the Railway Labor Disputes Act occurred in 1904 in connection with a dispute between the Grand Trunk Railway Company and the telegraphers in its employ.^(a) In 1903 the telegraphers had sought and finally, in the autumn, secured conferences with the railway management with a view to securing better terms of employment, but these conferences ended on November 10 without any agreement being reached. On April 25, 1904, the telegraphers appealed to the minister of labor to refer the dispute for settlement under the Railway Labor Disputes Act. Before making such reference, however, the minister arranged for another conference between the parties in the hope that they might yet come to agreement by themselves. This conference, which began June 1 and extended over six days, resulted in an agreement on 19 points in the schedule, but on three points—overtime pay for Sunday work, allowance of an annual vacation with pay, and increase in minimum salaries—the company would make no concessions, and the conference ended in disagreement. An appeal to the general manager of the road having failed to alter the situation, the telegraphers again applied for reference under the law, asserting that a strike would occur unless such a reference were made. On July 21, therefore, the minister of labor served notice on the parties to name members for a conciliation committee under the act. Within five days the parties appointed their representatives for the conciliation committee, and a fortnight later these two chose a civil court judge as third member and chairman. On August 22 and 23 the committee endeavored in private conferences to arrange an amicable settlement, but on the 24th reported to the minister of labor that they were unable to come to an agreement. Thereupon the minister decided to refer the dispute to arbitration under the act, and the parties having expressed approval of their representatives on the conciliation committee and its chairman to act as arbitrators, the minister on August 27 established the board, composed of the same persons as the committee.

^a Details of this first case under the act are given in the Canadian Labor Gazette, numbers from August, 1904, to March, 1905.

Owing to engagements of the chairman, the first meeting of the board did not occur until September 19. On that day and on the 23d and 24th sessions were held, at which it was decided by the chairman that, as the telegraphers' representatives had objected thereto, no counsel should appear for the parties before the board, and that the hearings should be public. After the presentation of a statement of the claims of the telegraphers, in the form of 25 proposed rules, an adjournment was taken to October 13. At a meeting on October 14 it was decided by a majority of the board to reverse the earlier ruling as to public hearings and to hold them in private, for the reason that it appeared that much of the inquiry would involve the use of books, papers, and documents, and that the section of the law giving the board power to require the production of such evidence at the same time prohibited making any of it public, and the protection of such information from publicity could best be insured by making all hearings private. At the same meeting it was also decided that only the three points above noted (overtime pay for Sunday work, vacation with pay, and increase in minimum salaries), on which the parties had been unable to agree, should be considered, with a reservation by the telegraphers of the right to present later an argument on their claims as a whole. The taking of evidence began on October 15, was continued in sessions on two other days in October, on three days in November, and in daily sessions, both morning and afternoon, from December 28 to January 6, except that no sessions were held on January 1 and 2 and only one was held on January 3. On December 28 the chairman of the board notified the parties that the current and following weeks had been set aside by the arbitrators for daily sittings to complete the case; that "the parties must be ready," and that "no excuse for postponement on either side will prevail unless occasioned by unavoidable accident." Witnesses were heard first on behalf of the telegraphers (14 in all), then on behalf of the company (11 in all), then on behalf of the employees in rebuttal. On January 7, each side having presented its final argument, the case was closed, and six weeks later (February 20, 1905), or ten months after the first application for reference under the act, the board made public its award.

The award was signed by only two members of the board, the chairman and the telegraphers' representative. It covered only the three points on which the parties had failed to agree before the reference and decided entirely in favor of the telegraphers on two points and wholly against them on the third. In other words, it recommended in favor of extra pay for Sunday work and increase in minimum salaries exactly as the telegraphers had demanded, but against any leave of absence with pay. With the award was filed a minority

report by the company's representative, who dissented from the majority decision on the two points in which the latter favored the contention of the telegraphers, declaring that the evidence presented to the board failed to justify any increase of salaries, and that, while for certain cases the evidence showed the claim for extra pay for Sunday work to be justified, in other cases it was not well founded, and therefore the majority decision on this point went too far in awarding such extra compensation for all cases.

Whether the award of the board of arbitrators was adopted by the railway company is not stated in any of the official reports of this case up to April, 1905, but apparently it was. Inasmuch as work continued as usual during the proceedings under the law and has continued since, and since the telegraphers themselves asserted at the outset that a strike was imminent unless the law should be invoked, it seems certain that this first practical application of the Railway Labor Disputes Act of 1903 served to avert what would otherwise in all probability have been a very serious strike both for the parties and for the general public. Down to the middle of 1905 no other case under this law had arisen.

ONTARIO.

THE TRADES ARBITRATION ACT, 1873.

By law of March 29, 1873, the Province of Ontario adopted the English Councils of Conciliation Act, 1867,^(a) copying the law of the mother country for the most part verbatim and with no changes of any significance. Like the English act, however, the Ontario Trades Arbitration Act, 1873, as it was officially styled, was a total failure. The royal commission on labor, appointed in 1886 by the Dominion government, reported that the law "had never been used, and that even its very existence seems to have been forgotten."^(b) In the opinion of the commission the cause of its failure was the clause declaring that the act in no way authorized a board "to establish a rate of wages or price of labor or workmanship at which the workmen shall be paid." "Inasmuch," says the commission, "as ninety-five one-hundredths of the disputes which arise between the employer and employee relate to the rate of remuneration, it is difficult to see what object it was hoped to achieve by an arbitration act containing such a section."

To remedy the defect pointed out by the commission the act was amended in 1890 so as to permit employers and workmen, who had drawn up the agreement to form a board under the act, to authorize the board "to establish a rate of wages or price of labor or workman-

^a Cf. *supra*, pp. 391-395.

^b Report of the commission, 1889, p. 95.

ship at which the workmen shall in future be paid." The amendment also provided penalties for failure to abide by such agreements. This change was, however, of no avail and the act remained a dead letter.

THE TRADE DISPUTES ACT, 1894.

In 1894 another law was passed by Ontario, known as the Trade Disputes Act, 1894. Like the earlier law, however, this act was not original with Ontario, and this time the Province turned to the New South Wales law of 1892 for a model. The Ontario act is so nearly identical with the New South Wales law already described (for the most part verbatim), that reference to the latter, with an indication of the few differences of moment between the two, will be sufficient for an understanding of the Ontario law.

In the matter of the machinery for conciliation and arbitration the only important alteration made in the New South Wales system consisted in the omission of industrial districts and a permanent council of conciliation from which parties might choose a board for any particular case, thus leaving it to the parties to name any persons they choose for a board. Inasmuch as the New South Wales law permitted the omission of industrial districts (as was actually done in practice) and also gave the parties in any case the alternative of selecting a council outside the standing general council, it will be seen that the difference between the statutes on this point lies in the adoption by Ontario of but one of two courses offered in New South Wales rather than in any new features.

In the matter of procedure, however, one entirely new and important provision appears in the Ontario law in that where one party to a difference has applied for conciliation and named its conciliators and the other party has not after a reasonable time named them, then, provided the party applying has not resorted to strike or lockout, the council of arbitration may proceed to a hearing and render a decision as to the proper mode of settlement, and, if they think fit, add a statement as to the origin and causes of the dispute, with an opinion as to what parties are mainly responsible for it. A minor point in procedure which is new in the Ontario law is a requirement that in conciliation the parties shall before the hearing make a written statement of the case jointly, if possible, otherwise separately. But one other point of difference between the two laws need be mentioned, namely, that Ontario provides for two councils of arbitration—one to deal with all cases except those in railroad construction or service, the other for disputes in the latter industry.

A short amendment to the Ontario act was made in 1897 in no wise modifying the original act, but making additions thereto, as follows: (1) The lieutenant-governor of the Province may appoint

members of the council of arbitration directly whenever either employers or employees fail to make recommendations therefor; (2) whenever the mayor of a city or town is notified that a strike or lockout is threatened or has occurred in the municipality he shall at once notify the registrar^(a) thereof, giving, if possible, the name of the employer, nature of the dispute, and number of employees involved; (3) whenever the council of arbitration is informed in any way, whether by a mayor or otherwise, of a threatened or actual strike or lockout, the amendment makes it the council's duty to place itself in communication with the parties and endeavor by mediation to effect an amicable settlement, and if it seems in the council's judgment best it shall inquire into the causes of the dispute, proceeding as in case of an ordinary reference; (4) finally, any two members of the council of arbitration are to be a quorum, and the council may order that an examination or investigation shall be made before a single member, though any decision of his shall not hold until approved by the council.

This amendment opens the way for a system quite different from that contemplated by the principal act. Under the latter, conciliation was to be had only before councils named by parties in dispute and the permanent arbitration council could be established only if members were nominated by employers and employees, and was for arbitration alone. Under the amendment the government can appoint a permanent council independently, which can act for both arbitration and conciliation, and for the latter purpose is not only permitted to act without any application from parties, but it is made its duty to intervene upon knowledge of a dispute. The Ontario arbitration council becomes thus much the same sort of an agency as the State boards of arbitration in the United States.^(b)

In practical results the Ontario act of 1894 barely escapes the category of total failure. Down to 1902 action under it had occurred but three times and all of these were prior to March, 1900. The first case occurred in 1896 and constitutes the only instance in which either of the arbitration councils, which were duly appointed, was ever formally applied to by parties in dispute. In that year during a strike in the tailoring trade of Toronto, the tailors' union called upon the council for action. But the employers, deeming this a sign of weakness on the part of the strikers, refused to join in the reference or appear before the council. So that, although the council investigated and reported, successful arbitration was out of the question. It will be observed that this one experience revealed the same difficulty with the system as was found in New South

^a The registrar in Ontario corresponds to the clerk of awards in New South Wales.

^b Cf. *infra*, pp. 591-606.

Wales, namely, that opposition on the part of either of the parties in dispute blocked all procedure. Just this, apparently, inspired the amendment of 1897 and the other two cases of action above referred to were precisely of the kind contemplated by that amendment. In each of these, upon the registrar's receiving informal notice of anticipated trouble, a member of the council promptly and successfully intervened in the capacity of mediator and thereby prevented a strike.^(a)

Further amendment of the Ontario law was made by an act bearing date of March 21, 1902. This added two sections to the act of 1894, the important one reading as follows:

If any difference shall arise between any corporation or person, employing ten or more employees, and such employees, threatening to result, or resulting in a strike or lockout, * * * it shall be the duty of the registrar, when requested in writing to do so by five or more of said employees, or by the employers, or by the mayor or reeve of the municipality in which the industry is situated, to visit the place of such disturbance and diligently seek to mediate between such employer and employees.^(b)

This, like the amendment of 1897, has to do with conciliation as distinguished from arbitration. The earlier amendment opened the way for such procedure by the arbitration councils. Here the registrar alone, as well as the arbitration councils, is enabled to intervene for conciliation purposes. The second section of the amendment, which simply directs the registrar in a general way to endeavor to allay distrust, promote good feeling, etc., when he intervenes in disputes, is copied verbatim from section 5 of the Dominion Conciliation Act.^(c)

This amendment has proved far more fruitful of results than that of 1897. The Ontario bureau of labor was established in 1900, and since 1901 the secretary in charge thereof has held also the office of registrar under the Trades Disputes Act. His report for 1902^(d) states that during the year he had officially intervened as conciliator in 12 disputes, and the report for 1903^(e) shows similar intervention during that year in 11 disputes. Most, if not all, of these were strikes or lockouts of which the same reports show that there were in Ontario a total of 75 in 1902, and 82 in 1903. The reports simply enumerate the cases in which intervention occurred, with no details to show the manner of intervention or results. In each of the reports

^a These facts as to results under the Ontario law of 1894 are as set forth in a statement by the registrar under the act in 1900, and in the Dominion Labor Gazette, Vol. II, p. 611.

^b Sec. 4. The amendment in full is in the Labor Gazette, Vol. II, p. 610.

^c Cf. *supra*, p. 549.

^d Pages 88, 89.

^e Page 113.

the secretary remarks that besides the above official cases he informally "assisted in the prevention and adjustment of a number of other disputes" (1902) or "acted in the capacity of adviser in a number of other cases in which disputes have been averted and adjusted" (1903). In both years, however, his experience led him to note that the existence of a provincial conciliator was unknown to many.

NOVA SCOTIA.

THE MINES ARBITRATION ACTS.

In 1888 Nova Scotia enacted a law, bearing date of April 16, dealing with collective disputes, but applying only to coal mines owned or leased from the Crown. This statute declared that "whenever any dispute shall arise between employers and employed of such mines in regard to wages the employer shall not dismiss or lock out the employed, nor shall the employed strike or abandon work, until after complaint in writing to the commissioner [of works and mines] and adjudication."^a Disputes are to be brought before the commissioner either on complaint of one party (the employer or a majority of the employees) or by a joint application of both. In the former case the commissioner may summon both parties to come before him and present evidence, upon which he shall determine whether the dispute shall be submitted to arbitration. If he decides in the affirmative, the commissioner shall forthwith refer the dispute for arbitration.

Cases referred in either of the above ways go to a board of arbitrators composed of five members, two appointed permanently by the governor in council, the other three being chosen for each case as it arises, one by each of the parties, and these two naming a third. If either fails to appoint an arbitrator the two permanent members may act as a board, and if there is a failure to name a fifth arbitrator in the regular way he may be appointed by a judge of the supreme court or the commissioner of works and mines.

Every employer within the jurisdiction of the law must register with the commissioner the name of a recognized manager or agent, and employees when applying for arbitration must name a representative, and in any procedure these two act for the parties, and service of notices or processes upon them is service upon the parties. The books and accounts of employers are to be open to the inspection of the board through any person delegated for the purpose, who, together with the members of the board, must take an oath of secrecy as to the employer's affairs. Every award of the board is to be signed by at least three members and filed with the commissioner,

^a Sec. 7.

who is to notify both parties of its nature, and a copy is to be filed with the prothonotary of the county. The board may refer any case for decision to a committee of three of their number, including the two appointees of the parties, but their award must be unanimous. Records of all proceedings are to be kept, and an annual report made by the chairman to the commissioner, who is to lay it before the legislature. All records are to be open to the commissioner's inspection. A unique form of money forfeit is provided for failure to abide by an award. Section 15 of the act prescribes that the employer "on receiving notice that arbitration is asked for by the employed may retain the wages of all the employed for the fourteen days preceding." If the award when made is not at once submitted to by the employed, the sum retained, minus the costs of the arbitration (covering practically all the expenses of the act, including members' per diem compensation), is forfeited to the employer. If, on the other hand, the employer does not submit to the award, he must pay the retained wages and forfeit an equal sum in addition, which, minus the costs, goes to the employed. The same forfeiture is also to occur for any breach of the prohibition of strike and lockout. Besides such forfeits, awards may, upon motion of either party, be made a rule of the supreme court, which may enforce them by ordinary legal process, directing a judgment to be entered or execution to issue for the amount thereof, and awards against an employer act as an attachment against his property. Appeal from decisions of arbitrators to the supreme court is allowed.

Providing, as it does, for reference of disputes upon the complaint of one party to be followed by enforceable awards, it will be seen that this is a compulsory arbitration system, and the act is notable as the earliest one providing that method for collective disputes. As indicated, however, it applied only to a limited field, namely, questions of wages in the coal mines under the direct control of the government.

With an analysis of its provisions the history of the Nova Scotia law of 1888 is complete, inasmuch as it was never put to practical use nor was the board of arbitration ever appointed. After two years that act was replaced by another with the same title and nearly identical with it, this second act and a short amendment to it bearing the same date, April 15, 1890.

The only noteworthy changes or additions introduced by the law of 1890 were as follows: First, the employees at each mine are to be divided into two classes, those working above ground and those employed below, and either class alone may apply for arbitration; further, a certificate signed by the chairman and secretary of a meeting called for the purpose by at least five of the employed, and notice of which shall have been for three days posted in three public places

about the mine, is declared to be sufficient notice to the commissioner of a desire for arbitration; thirdly, in deciding whether a case shall be submitted to arbitration the commissioner under the new act need summon only the party making complaint to appear and submit evidence, instead of both parties, as under the former law; fourth, a fine of \$100 is imposed upon employers for refusal to register a manager and an additional \$100 for every succeeding refusal upon request of the commissioner; finally, the provision for forfeit is changed so that instead of the employer retaining the fourteen days' wages of the employed, he is to deposit the amount, together with an equal sum in addition, in a chartered bank of the Province, all subject to the order of the commissioner and to be applied by him in accordance with the same provisions as before.

In 1901 two brief amendments to the law of 1890, bearing date of April 4, were passed. The only important change made thereby consisted in an alteration of the forfeit plan, so that employers are to retain wages equal to not more than \$3 for each employee instead of fourteen days' pay for each as before, to be deposited together with an equal sum from the employers, as formerly.

The record made by the law of 1890, which is still in force, is scarcely better than that of the earlier act, for up to the middle of 1905 it had been put in force in only two cases.^(a) The only one of these for which details are at hand was in the early part of 1901 and was proceeding just at the time the amendments of that year were passed. In January a demand for an advance in wages had been made by all the coal miners of the Province. In many collieries the increase was readily granted, but in some it was refused. After deliberation, the employees at one of the latter applied to the commissioner of public works and mines for arbitration under the act of 1890. The commissioner having approved the application, the board of arbitrators was appointed and its award, rendered April 25, settled the dispute and averted a threatened strike. In connection with this case it should be observed that in the same general dispute the miners of another company in the same locality appealed to the Dominion Conciliation Act^(b) for the appointment of a conciliator, preferring that to arbitration.^(c)

THE CONCILIATION ACT, 1903.

In 1903 the Province of Nova Scotia made provision for peaceable settlement of industrial disputes in any industry by a law which re-

^a According to a statement by the commissioner of public works and mines in 1905.

^b Cf. *supra*, pp. 549, 550.

^c This case is described in the Canadian Labor Gazette, Vol. I, p. 507, and Vol. II, p. 21.

ceived the royal assent on April 11 and which is known as the Conciliation Act, 1903. For this statute the British Conciliation Act of 1896^a was copied practically entire and without alteration, save for the substitution of the provincial secretary for the British Board of Trade as government administrator of the act. To the law of the mother country, however, the provincial statute adds certain specifications with reference to the district or trade boards of conciliation whose establishment both laws make it the duty of the government to assist.

Under the Nova Scotia act such a board is to consist of six members, three named by the employers and three by the employees. In the first week in January of each year each of those classes is to send to the other the names of six persons for representatives on the board, three of whom shall be designated as members for the current year, the other three being available for appointment in case of death or resignation of any of the first three. Boards shall have jurisdiction for "all questions arising between the employer and the workmen, including any question between one trade and another" (sec. 6); but for disputes affecting more than one trade a joint conciliation board must be formed, composed of the three employees' representatives from each trade and an equal number of representatives of the employers. Conciliation boards are left free to establish their own rules of procedure. Section 5 of the act directs that a board of conciliation, "if unable to agree, shall make application to the provincial secretary for the appointment of a person to act as arbitrator." Finally, the law makes no provision for any compulsion in connection with either reference of disputes or acceptance of decisions; but it declares that "upon any difference arising between an employer and any of his workmen, or upon the works of an employer, from any cause whatever, the subject-matter of dispute shall be referred to the board of conciliation, which shall be summoned within seven days, and if practicable shall give its decision within the next six working days," and also declares that the decision of a board or of an arbitrator "shall be final and binding on both parties."

The provincial secretary of Nova Scotia states that up to June, 1905, the provisions of the Conciliation Act of 1903 had not been invoked in any dispute.

BRITISH COLUMBIA.

By a law of April 12, 1893, the Province of British Columbia provided for a bureau of labor statistics and at the same time for conciliation and arbitration in labor disputes. So far as concerns the latter subject, the act simply copies the New South Wales law of 1892 entire, being for the most part word for word identical with it.

^a Cf. *supra*, pp. 402, 403.

Such variations from the New South Wales act as do appear concern matters of insignificant detail only and need not therefore be mentioned in particular save to note that the functions delegated to the clerk of awards in the New South Wales law were to be performed by the commissioner of labor statistics or his deputy in British Columbia.

The measure in British Columbia was from the first naught but a dead letter, as the councils for which it provided were never even established. The year after it became law it was repealed by the Labor Conciliation and Arbitration Act, 1894. Abandoning the permanent councils of the former law, this act provides for conciliation and arbitration before councils appointed for each case as it arises, thus:

Reference of disputes is entirely voluntary, and may be accomplished either by a joint agreement of the parties or by an application made by one and assented to by the other. Reference may be made either to conciliation, to be followed by arbitration if necessary, or to arbitration direct. Applications are to be made to the commissioner of councils of labor conciliation and arbitration, which office is to be filled by the secretary of the Province upon designation thereto by the governor.

Members of conciliation councils are to be appointed by the governor upon nomination of the parties. If the reference is by joint agreement, each party is to appoint two members, four making up the council. If one party alone takes the initiative, it is to name its two members at the time of application, whereupon the commissioner shall request the other party to name two, and if the other two be not nominated within ten days the reference is voided; but either party may again apply for a reference. If the conciliation council fails to arrange an amicable agreement it must so report to the commissioner, who shall notify each party of the result, whereupon the two may jointly require him to refer the case to an arbitration council with which all records shall then be filed.

Councils of arbitration consist of three members appointed by the governor, two (one for each party) being nominated by the conciliation council before considering a case, and the third being chosen by the other two, within four days of their appointment, from the judges of the supreme court of British Columbia, or if he be not agreed upon by the other two, to be designated directly by the governor. If disputes are referred to arbitration in the first instance, the parties are to name the two arbitrators. Members of the conciliation council may sit with the council of arbitration, but only in an advisory capacity. No counsel or paid agents may appear. Decisions are to be by majority vote, to be rendered within seven days after

hearings close, and to be filed with the commissioner and made public. If both parties agree beforehand to be bound by it the award may be made a rule of the supreme court on the application of either party.

Members of either council may request the commissioner to summon witnesses and anyone refusing to attend and testify may be fined not over \$20 by any justice of the peace. The compensation of members of councils and all other expenses, except those of the parties and their witnesses, are to be paid by the government. Finally, one limitation is put upon the jurisdiction of the act in that no dispute affecting less than 15 employees may be the subject of conciliation or arbitration under it.

As to practical results no more can be said for this law of 1894 than for its predecessor. No proceedings for conciliation or arbitration under it had been taken down to 1901, according to a statement by the deputy provincial secretary in that year, and none have occurred since.

QUEBEC.

A law of March 28, 1901, comprises Quebec's legislation concerning conciliation and arbitration. It is unnecessary to more than mention the statute, however, as it is simply a copy of the unsuccessful Ontario law of 1894 without the subsequent amendments. Beyond slight variations in phraseology but four changes were made in the copying, and these touch no points of any consequence.

By act of April 25, 1903,^(a) the Quebec law of 1901 was amended in much the same manner as was the Ontario law in 1902,^(b) the Ontario amendment manifestly having served as model for Quebec legislation just as the principal Ontario act had. By the amendment in Quebec, as in Ontario, provision was made for intervention by the registrar alone, that official being directed to intervene and endeavor to effect a settlement by conciliation in any dispute in which a strike or lockout has occurred or is threatened whenever he is requested so to do by five or more employees, or by the employers, or by the mayor of the municipality in which the dispute exists. In one important respect, however, the Quebec amendment goes further than that of Ontario by making it the duty of the registrar, whenever such a dispute as above described comes to his knowledge, "either from the newspapers or otherwise," to visit the locality for purposes of intervention "without awaiting for a request in writing to be made to him." The remainder of the Quebec amendment simply gives general directions as to what the registrar is to do when intervening either by request or on his own motion, these being somewhat more specific but to practically the same intent as those laid down in the Ontario

^a Edward VII, chap. 25.

^b Cf. *supra*, p. 561.

amendment, the registrar being directed to "inquire into the causes and circumstances of the dispute, take such steps as to him seem expedient for prevailing upon the parties to meet and settle their disputes themselves, and promote agreements between employers and workmen with a view of inducing them to submit their disputes to a council of conciliation or arbitration before having recourse to strikes or lockouts."

Under the Quebec act of 1901 a registrar, under the title of "clerk of the councils of conciliation and arbitration," was duly appointed, and his annual reports to the minister of colonization and public works reveal the facts as to the operation of the law.

By public notice and circulars the clerk called upon the various organizations or persons entitled to vote for nominees to the arbitration councils to put themselves in communication with him for the purpose of such nomination. For the councils for disputes outside of railways, 28 persons or associations representing employers, and 52 labor organizations claimed the right to vote, but of these only 12 of the former and 28 of the latter actually made nominations from which appointments were made, and the council of arbitration for other than railway disputes was duly organized March 8, 1902. The council of arbitration for railway disputes was never organized, as no employers or employees in that industry made any reply to the clerk's communication. In view of the results as to the formation of the arbitration councils, the clerk in his first annual report, made in June, 1902, remarked that the act "has not, therefore, at the start yielded all the results that we had a right to expect from it."

Even more discouraging, if anything, was the first report as to the conciliation provisions of the law. The clerk reported that "since the putting in force of this law several conflicts have arisen in which, I regret to say, the employers have refused to have recourse to it," and cited specifically five such cases in which he had called the employers' attention to the law, and proposed the formation of a council of conciliation thereunder, thrice upon his own motion and twice upon request of the workers, only to be met in every case by the employers' refusal. The clerk therefore urged the need of an amendment "to provide for less complicated means of execution in order to attain the object aimed at by the law," and suggested that the clerk should be empowered to proceed to the locality of disputes and act as conciliator upon his own initiative. As already noted, the recommendation of the clerk was carried out in the amendment of April 25, 1903.

For the year ended June 30, 1903, five cases under the law are reported by the clerk. One of these, which occurred before the amendment of 1903, is the only instance in which the conciliation method provided by the original law of 1901 was ever carried out.

In this instance a strike was threatened, but the men appealed to the clerk, whose proposal to the employer of a council of conciliation under the law was accepted, the council was duly formed, and the dispute settled therein without any strike intervening. The other four cases in 1902-3 occurred subsequent to the 1903 amendment. In one (a strike) the men asked for a conciliation council under the act, but the employer refused; in two the clerk intervened of his own motion and reported, "I have reason to believe that my intervention contributed to the final settlement of these two strikes," since in each the mode of settlement suggested by him was ultimately followed, though his efforts at the time of intervention were unavailing; and in the remaining case (a strike) the clerk proposed to intervene, but found the dispute already on the way to a settlement.

For the year ended June 30, 1904, nine specific cases of proposed or actual intervention under the law are reported. To judge by a somewhat indefinite allusion, there may have been some other cases in this year in which the clerk offered his services, but it is stated that "in none of those cases would the parties have recourse to conciliation." Five of the above nine cases were strikes. The action taken in all nine cases was by the clerk alone, and upon his own initiative, save in one instance (not a strike), when the workers requested his intervention, and in all of the strike cases action was not taken until after the stoppage of work. In one case (a strike) the clerk succeeded in effecting a settlement by conciliation; in one case (not a strike) he found that the dispute was already settled; in one case he found the strike virtually terminated by the hiring of new hands; while of the remaining six cases in which the clerk intervened, in five his efforts failed to effect a settlement and in the remaining case the result is not indicated by the report.

SOUTH AMERICA.

ARGENTINA.

Notable chiefly as being the first legislation of the kind in South America is a recent decree^(a) of Argentina, bearing date of October 20, 1904, which provides for conciliation and arbitration in certain cases of collective industrial disputes, namely, disputes over questions of Sunday rest or the maximum day's work.

When such differences arise it is made the duty of the chief of police of Buenos Ayres, the capital, to intervene and offer his services as mediator to the parties. In such intervention that official is directed to inquire into the causes of the dispute, and then request

^a The present account of this decree follows that in the British Labor Gazette, December, 1904, p. 361, which was based on information furnished by the British minister at Buenos Ayres.

of the parties or their representatives an interview in which each side may state its view of the motive and origin of the controversy. If the offer of mediation by the chief of police is accepted, he shall endeavor to bring the parties to an amicable agreement, and if such a settlement be effected a written agreement shall be drawn up which shall contain both the terms of settlement and the obligation of either side of complying therewith.

If the offer of mediation by the chief of police be not accepted, or if his conciliation efforts fail, he is authorized to offer his services as arbitrator or for the purpose of forming an arbitration tribunal composed of one or more persons agreed upon by the parties. If either mode of arbitration be accepted, a written submission of the case shall be drawn up setting forth the issues and the obligation of both parties to abide by the award. The arbitration tribunal (chief of police or board) is to receive the claims of each party and consider those which it thinks necessary, in order to render a decision within the period stated by written submission. The award, when given, must be signed by both parties, or their representatives. If the chief of police acts as arbitrator he may request the services, if necessary, of the procurator fiscal to the federal courts as assessor.

It is worthy of note that the designation of a police officer to fulfill the functions of conciliator or arbitrator in industrial disputes is unique in legislation upon the subject. All the proceedings specified by the Argentine decree, however, are entirely voluntary for the parties.

THE UNITED STATES.

FEDERAL LAWS.

In 1885 the number of strikes in the United States, which previous to that year had been under 500 per annum, involving less than 155,000 work people, rose to 645, and threw 242,705 employees out of work, and in 1886 the number of strikes leaped up to 1,432, involving 508,044 workers.^(a) On April 22, 1886, President Cleveland sent a special message to Congress, calling attention to this "problem which recent events and a present condition have thrust upon us," and recommending legislation by Congress to provide for the adjustment of labor controversies. Such legislation, it was pointed out, was entirely proper for disputes touching interstate commerce, and in the President's opinion should proceed along the lines of voluntary arbitration. A commission of three, composed of the United States Commissioner of Labor, with two other arbitrators to be attached to the Commissioner's Department as a permanent arbitration body,

^a See Sixteenth Annual Report of United States Commissioner of Labor, p. 16.

was suggested. It was also recommended that this commission should be given power "to investigate the causes of all disputes as they occur, whether submitted for arbitration or not, so that information may always be at hand to aid legislation on the subject when necessary and desirable."^a)

Several bills dealing with the settlement of industrial disputes had been introduced in Congress in March, previous to the transmission of this message, and one of these passed the House before the close of the session. In the succeeding session this bill also passed the Senate (February, 1887), but failed to receive the President's signature. This defeat led to the introduction of the bill once more in the House, but altered, according to its introducer, "to conform to the views of the President" by the addition of a provision for independent initiative by the Government for either arbitration or investigation of disputes. With some amendment this measure finally passed both Houses, and was approved by President Cleveland October 1, 1888.

THE LAW OF 1888.

The law of 1888 applied only to disputes between "railroad or other transportation companies" engaged in interstate traffic or commerce within the Territories or the District of Columbia and their employees, whenever such disputes "may hinder, impede, obstruct, interrupt, or affect transportation of property or passengers." It provided two distinct lines of action, the one voluntary arbitration to be instituted by the parties, the other public investigation of disputes and mediation upon the initiative of the Government.

For arbitration purposes it was provided that upon the written proposition of one party to a dispute, if the other agreed, a board of arbitration might be formed, the railroad to appoint one member, the employees another, and these two members to choose a third, as chairman, all three to be "citizens of the United States and wholly impartial and disinterested in respect to such differences or controversies." Such a board was to "possess the same power as to subpoenaing witnesses, compelling their attendance, administering oaths, preserving order during sittings, and compelling production of papers and writings relating to disputes, as are possessed by United States commissioners appointed by a United States circuit court." Its duties were to organize at once at the nearest practicable point to the place of origin of the controversy and "to hear and determine the matters of difference which may be submitted to them in writing by all the parties," giving all parties full opportunity to be heard in person or by witnesses, and, if so desired, repre-

^a Senate Ex. Doc. No. 130, 49th Cong., 1st sess.

sented by counsel. The board's decision, a majority vote being sufficient therefor, was to be publicly announced and transmitted, together with the testimony taken, to the United States Commissioner of Labor and be immediately published by him. With the rendition of the decision the board's duties were to cease, and the acceptance of the award was left entirely to the will of the parties.

So much of the act of 1888, it will be seen, was simply permissive in character, and save for the power it granted with reference to witnesses and the production of evidence and the publication of decision by the Commissioner of Labor did no more than lend Government sanction to a procedure which parties in dispute could have carried out without the law. As a matter of fact, in no dispute did employer or employees ever attempt to make use of these provisions.

The remainder of the statute provided for more positive action by the Government and gave the President power, in case of any dispute affecting interstate or territorial commerce, to appoint two commissioners, one at least from the State or Territory in which the controversy arose, who, with the Commissioner of Labor as chairman, should constitute a "temporary commission for the purpose of examining the causes of the controversy, the conditions accompanying and the best means for adjusting it, the result of which examination shall be immediately reported to the President and Congress, and on the rendering of such report the services of the two commissioners shall cease. Such a commission was to have the same powers as the above described arbitration boards appointed by the parties. Further defining the commission's duties, it was prescribed, in precisely the same terms as are used in directions for arbitration in several State laws,^(a) that "upon the direction of the President * * * the commission is to visit the locality of the pending dispute, * * * make careful inquiry into the cause thereof, hear all persons interested therein who may come before it, advise the respective parties what, if anything, ought to be done or submitted to by either or both to adjust such dispute, and make a written decision thereof," such decision to be made public and to be recorded by the Commissioner of Labor. The services of such a commission might be tendered by the President either upon his own motion, upon request from one of the parties, or upon request from the executive of a State.

In this second portion of the law of 1888 the way was opened for Government intervention independent of the parties for the purpose of authoritative investigation and publication of the facts regarding disputes, together with some measure of conciliation. Only once did such intervention occur. The great railroad strike at Chicago in 1894 in sympathy with the workmen at Pullman began on June 26

^a Cf. *infra*, pp. 588-591.

and was virtually ended by July 13. On July 26 President Cleveland issued a commission appointing United States Commissioner of Labor Carroll D. Wright, John D. Kernan, of New York, and Nicholas E. Worthington, of Illinois, as commissioners, under section 6 of the law of 1888, and directing them to proceed to Chicago to carry out the duties prescribed by that section, viz, to examine "the causes of the controversy, the conditions accompanying, and the best means for adjusting it; the result of which examination shall be immediately reported to the President and Congress."^a) Manifestly this commission, appointed two weeks after the close of the strike, could be of no service toward settling that dispute. It could, however, carry out the terms of the statute to the extent of examining as to the facts in the controversy and the best means of settling such disputes in general.

The commission convened in Washington on July 31 and adopted a resolution fixing August 15 as the date for assembling at Chicago. Sessions were held in Chicago for thirteen days, August 15 to 30, with a subsequent session in Washington on September 26. Witnesses to the number of 109 were examined, 28 of whom were called by the commission, the others being presented by the parties to the dispute, save one who volunteered his testimony. November 14 the commission made its report to the President, who laid the same before Congress on December 10.

Printed in an octavo volume, the document contains the general report of the commission in 42 pages, 651 pages of testimony given before the commission in Appendix A, and a second appendix of 25 pages containing a summary of remedies for and methods of settling industrial disputes, suggested in various communications received by the commission. The general report presented an extensive review of the strike and the commission's conclusions and recommendations. The former was not simply historical, but critical as well, with frequent criticism by the commission of the acts or attitude of the parties in various stages of the dispute. The recommendations of the commission were addressed in three directions, viz, to Congress, to the States, and to employers. Of those along the latter two lines suffice it to say that the commission urged the States generally to adopt some system of conciliation and arbitration like that of the State board in Massachusetts, and to make illegal all contracts requiring employees, as a condition of employment, to agree to leave or not to join labor organizations, and urged employers to recognize labor organizations and the reciprocal relations of employer and employed and to voluntarily consider the interests of labor as well as those of capital.

^a Sec. 6 of the law.

It was through its recommendations to Congress that the commission's work was most likely to produce tangible results. In the the commission urged in general that there should be a permanent tribunal always ready to deal with railroad disputes; that such a tribunal should have the power to intervene upon its own motion as well as upon request from parties in dispute; that it should aim first at conciliation, but where that failed should investigate and fix responsibility for the dispute in a published report for the guidance of public sentiment. Specifically, it was proposed:

(1) That a permanent strike commission be established, consisting of three members, with duties and powers of investigation and recommendation in case of disputes similar to those of the Interstate Commerce Commission in respect to rates, etc.; that the United States courts should be given power to compel railroads to obey the decision of the commission; that railroads and incorporated trade unions engaged in any controversy should each have the right to appoint a representative to serve as temporary member of the commission in that dispute; that during the pendency of a proceeding before the commission strike or lockout should be unlawful, and for six months after a decision had been rendered it should be unlawful for the railroad to discharge workmen in whose places others were to be employed, except for inefficiency, violation of law, or neglect of duty, or for said employees to quit the service without thirty days' notice or for a union to order or counsel otherwise.

(2) The commission recommended that existing statutes be amended as to require that national trade unions should provide in their articles of incorporation and in their constitutions, rules, and by-laws that a member should forfeit all his rights and privileges as such for participating in or instigating force or violence against persons or property during strikes or boycotts, or for seeking to prevent others from working by violence, threats, or intimidation; but that at the same time the members of such incorporated unions should be no more liable personally for corporate acts than are stockholders in corporations.

Eight days after the report of the Chicago commission had been laid before Congress, a bill for an act to replace the law of 1888 drafted by two members of the commission at the request of the House Committee on Labor, was introduced in the House of Representatives. In every session for the next three years this or similar bills were before Congress, but not until 1898 was a law passed. There does not appear to have been any serious opposition in either House to these measures, committee reports were favorable, and twice bills were passed by the House. Both the national political parties in 1896 inserted planks in their platforms in favor of legislation to provide for the settlement of railroad disputes. The long delay in

securing such legislation was apparently simply the result of the crowding out of the subject by other matters. In 1898, however, a bill was finally gotten through both Houses, and received the President's approval on June 1.

THE LAW OF 1898.

The act of 1898 superseded that of 1888, and is the law now in force. Compared with the earlier statute, the law of 1898 is much more precise and detailed in its provisions. Comparison of the main features of the two measures shows that while the act of 1888 provided for (1) arbitration, (2) authoritative investigation, and, more or less incidentally to the second, (3) conciliation, that of 1898 provides only for (1) conciliation and (2) arbitration.

Section 1 of the law of 1898 defines carefully its jurisdiction, which is, however, essentially the same as was that of the law of 1888, extending to all railroads engaged in interstate commerce and such of their employees as are engaged in train service.

The provisions for conciliation are contained in section 2 and simply direct that in case of disputes concerning wages, hours of labor, or conditions of employment which seriously interrupt or threaten to seriously interrupt the business of a railroad the chairman of the Interstate Commerce Commission and the Commissioner of Labor shall, upon request from either party, promptly endeavor to settle the controversy by mediation and conciliation, and if such efforts prove unsuccessful they shall endeavor to secure an arbitration as provided for in the law. It will be observed that in place of a temporary body for each dispute, as in the law of 1888, there is here a permanent agency always ready to act; but that, on the other hand, while under the old law the Government could intervene independently of the parties, under the present law the Government may intervene only upon request from at least one of the parties.

All but three of the remaining twelve sections of the act are devoted to arbitration. As in the act of 1888, so here, arbitration under the law is absolutely voluntary as to submission thereto and can occur only by agreement of both parties. The arbitrating body remains essentially the same as before, consisting of three persons, one each named by the parties and the third chosen by these two. The later law adds, however, that when the employees are members of a labor organization that organization shall name their member, and that in case the two members fail to choose a third within five days after their first meeting the odd member shall be appointed by the chairman of the Interstate Commerce Commission and the Commissioner of Labor. Again, as in the old law, the board of arbitration is given full power to secure testimony and documentary evidence.

But when it comes to the procedure for arbitration, and the matter of enforcement especially, the law of 1898 departs widely from the earlier act. Whereas the old law specified simply that the case should be submitted in writing, that all parties should be heard and a written decision published, with nothing said of enforcement, the present statute requires that the parties shall bind themselves under pain of liability for damages to refrain from strike or lockout pending the arbitration, not to evade the award for a month at least by ceasing to hire or be employed, and, if work and employment are continued, to fulfill its terms for a year, and the award is made enforceable as the judgment of a United States court.

Examining further these arbitration features peculiar to the law of 1898, it is found that the parties in their signed submission, besides stating the questions at issue and the time and place of hearing, must stipulate five things, namely: (1) That pending the arbitration the status immediately prior to the dispute shall not be changed, with the proviso that the hearing of the case shall begin within ten days and the award shall be filed within thirty days after the third arbitrator is chosen; (2) that the award, when filed in the clerk's office of the United States circuit court of the district, shall be final and conclusive upon the parties, unless set aside for error of law apparent on the record; (3) that the parties will faithfully execute the award, and that it may be enforced in equity so far as the powers of a court of equity permit; (4) that for three months after the award is rendered employers and workpeople who may be dissatisfied therewith shall not, on account of such dissatisfaction, sever the relation of employer and employed without thirty days' written notice; and (5) that the award shall continue in force for one year and no new arbitration on the same subject between the same parties shall be had during the year unless the award be set aside on appeal. This strong agreement is to be acknowledged by the parties before a notary and a copy filed with the chairman of the Interstate Commerce Commission. It is to be signed for the employees by their labor organization or by them individually if unorganized. In the latter case upon receipt of the agreement the chairman of the Interstate Commerce Commission is to notify the arbitrators of the time and place of the hearing, but he shall do so only when he is satisfied that the signers represent a majority of all the employees in the same grade and class in the service of the same employer, and that an award can justly be regarded as binding upon all such employees.

For the enforcement of the first and fourth stipulations of the agreement it is made unlawful during the arbitration proceedings for the employer to discharge his employees except for inefficiency, violation of law, or neglect of duty, or for the organization of the

employees to order a strike, or for such employees individually to unite in, aid, or abet a strike; and for a period of three months after the rendering of an award it is illegal for an employee to leave his employer or for the employer to discharge an employee without thirty days' notice, or for an employees' organization to order or counsel otherwise, except that this restriction applies only to leaving employment "without just cause" and to discharges for reasons other than "inefficiency, violation of law, or neglect of duty." The penalty for violation of the above prohibitions is liability for damages, provided, however, that nothing in them shall be construed to prevent an employer from reducing his force of employees "whenever, in his judgment, business necessities require."

For the enforcement of the awards it is provided that they shall become operative as soon as filed in the clerk's office of the United States circuit court, and judgment shall be entered upon them accordingly within ten days. During these ten days either party may file exceptions for matters of law apparent on the record, which shall be decided by the circuit court, subject, however, to appeal to the circuit court of appeals, whose decision on the exceptions shall be final. If exceptions are sustained judgment setting aside the award shall be entered, but in such case the parties may, if they choose, agree upon a judgment to be entered, which shall have the same force as an award. It is expressly provided in connection with the enforcement of awards that "no injunction or other legal process shall be issued which shall compel the performance by any laborer against his will of a contract for personal labor or service."

The above covers that portion of the act of 1898 dealing with conciliation and arbitration. It remains to note three special provisions of the law. By one it is directed that where a receiver appointed by a Federal court is in control of a railway the employees of the road shall have the right to be heard by such court upon all questions affecting the terms and conditions of their employment, and such receiver shall not reduce wages without the authority of the court given after due notice to the employees. Again, it is enacted that in every incorporation of a national trade union under the Federal law therefor,^a the articles of incorporation and the constitution, rules, and by-laws of the union must provide that a member shall cease to be such by participating in or instigating force or violence against persons or property during a strike, lockout, or boycott, or by seeking to prevent others from working through violence, threats, or intimidations. At the same time members of such incorporated unions are relieved of all personal responsibility

^a Laws of 1885-86, chap. 567.

for the acts, debts, or obligations of the organization, and the organization may not be held liable for illegal acts of members. Finally, it is made a misdemeanor punishable in United States courts by a fine of from \$100 to \$1,000 for a railroad subject to the act to require of an employee an agreement not to join a labor organization, or to threaten him with loss of employment or unjustly discriminate against him for such membership, or to require of employees contributions to any fund for charitable, social, or beneficial purposes, or to require employees to release the employer from legal liability for injuries because of contributions to such a fund, or to "blacklist" discharged employees.

Recapitulating, so far as concerns the settlement of industrial disputes the Federal law of 1898 provides for (1) conciliation by a permanent Government agency with power to intervene upon request from one party, and (2) arbitration, by a board to be appointed for each dispute by the parties, the arbitration after the case has been submitted being compulsory in character but the submission thereto being entirely voluntary for both parties. One general characteristic of the act may here be emphasized also in that it not only recognizes but encourages organization of railway employees, as affording better opportunity for successfully dealing with disputes.

Compared with the recommendations of the Chicago commission of 1894, the law of 1898 is found to follow many of them quite closely, and to contain practically all of them with three important exceptions. In the first place, the law of 1898 contains no provision for authoritative investigation and report as to the causes of disputes, which was considered important by the commission for the sake of enlisting public sentiment as a force toward settlement. In the second place, the law permits no independent initiative on the part of the Government for conciliation purposes, whereas the commission emphasized the need of an independent agency to promptly intervene without waiting for a request from one of the parties. Thirdly, and most important of all, the commission was in favor of a permanent Government commission for purposes of arbitration, with powers similar to those of the Interstate Commerce Commission—that is, able to intervene upon the complaint of one party and render a decision enforceable in the courts (against the employer), whereas the law provides no permanent or Government arbitrating body at all, and its temporary arbitration board can act only upon consent of both parties. The difference here is fundamental and amounts essentially to the difference between compulsory arbitration before a Government tribunal and voluntary arbitration before a private tribunal. The difference as to the compulsory character of the arbitration hangs upon the submission which in the law is absolutely voluntary, but which the com-

mission evidently intended should be compulsory upon the complaint of one party.^(a)

The United States Industrial Commission in 1901 reported that in one or two instances the chairman of the Interstate Commerce Commission and the Commissioner of Labor, acting under the law of 1898, had put themselves in communication with the parties to a dispute, but that in all such cases the railway companies had refused to arbitrate.^(b) Aside from this the present law has never been put in use for the settlement of disputes.

STATE LAWS.

At the beginning of the year 1905, 24 States had passed laws for industrial arbitration or conciliation, and 1 other State by its constitution directed such legislation. The earliest law upon the subject was passed in Maryland in 1878, and the second by New Jersey in 1880. In 1883 Pennsylvania passed her first arbitration act, and the first Ohio statute was enacted in 1885. New York, Massachusetts, Kansas, and Iowa all legislated upon the subject in 1886, followed by Montana and Colorado in 1887, Missouri and Michigan in 1889, North Dakota in 1890, California in 1892, and Louisiana in 1894. In 1895 Wisconsin, Texas, Minnesota, Connecticut, and Illinois were added to the list, with Utah in 1896, Indiana and Idaho in 1897, and Washington in 1903. In Wyoming the constitution of 1890 directs such legislation, which has not as yet been enacted, however. The laws of Utah and Idaho, it may be noted, accord with express provisions in the constitutions of those States.^(c)

A very little comparison of the State laws reveals marked similarities in many cases, so that they may all be grouped in four classes, as follows, the States whose laws are included and the years in which their earliest acts providing for the system in question were passed being given in each case:

1. Laws providing for local arbitration, with no permanent agency therefor: Maryland,^(d) 1878; New Jersey,^(e) 1880; Pennsylvania,^(f) 1893; Texas, 1895.

^a The commission was not entirely specific as to this matter of submission, but its language in the discussion of recommendations and its use of the Interstate Commerce Commission as a model for the proposed strike commission scarcely leave any other interpretation possible.

^b Report of United States Industrial Commission, Vol. XVII, p. 424.

^c Compilations of American laws may be found in the reports of several of the State boards of arbitration. These include only those statutes remaining in force at the time of publication. The most complete, perhaps, may be found in the Massachusetts and New York reports.

^d See also under 3.

^e See also under 4.

^f See also under 2.

2. Laws providing for permanent district or county boards established by private parties: Pennsylvania, 1883; Ohio,^(a) 1885; Iowa and Kansas, 1886.

3. Laws providing for arbitration or conciliation through the agency of State commissioners of labor: Colorado,^(a) 1887; Missouri,^(a) 1889; North Dakota, 1890; Washington, 1903; Maryland, 1904.

4. Laws providing for a special State board or commission for the settlement of industrial disputes: New York, 1886; Massachusetts, 1886; Montana, 1887; Michigan, 1889; California, 1891; New Jersey, 1892; Ohio, 1893; Louisiana, 1894; Connecticut, Illinois, Minnesota, and Wisconsin, 1895; Utah, 1896; Colorado, Idaho, and Indiana, 1897; Missouri, 1901.

In the following pages these groups are taken up in the order named above for an analysis of the various State laws. The quotations used in the course of the analysis are from the laws under consideration.

LOCAL ARBITRATION WITH NO PERMANENT AGENCY.

This was the earliest system tried in the United States, having been established in Maryland by act of April 1, 1878.^(b) This law, which is still in force, provides three modes of procedure for arbitration in industrial disputes: First, the parties may by agreement refer the dispute to a judge or justice of the peace, whereupon the judge or justice may "hear and finally determine in a summary manner" said dispute; second, the parties may agree to submit the case to arbitration, whereupon any judge or justice of the peace, upon application, is to appoint two or four persons, one half employers and the other half employees, who, with the judge or justice, "shall have full power finally to hear and determine such dispute;" third, the parties may by agreement adopt any other mode of arbitration, and the award "shall be final and conclusive between the parties." In case of the first two methods provision is made for enforcing awards in that, after four days for opportunity to show fraud or malpractice or failure to give the parties due notice in the arbitration, the decisions are to be entered as judgments of the judge or justice rendering them or appointing the arbitrators, and "execution thereon shall be awarded as upon verdict, confession, or nonsuit." The costs of any arbitration are to be borne equally by the parties.

The Maryland law makes special provision for disputes to which any corporation incorporated by the State and in which the State is interested as a stockholder or creditor is a party. In such a case the State board of public works has power, if it considers that the dispute

^a See also under 4.

^b Code of Public Laws, art. 7.

will tend to "impair the usefulness or prosperity of such corporation," to demand and receive a statement of the case from the parties, to propose arbitration to them if it thinks fit, and provide for the carrying out of the same if accepted. In case either party declines such a proposal, it is the duty of the board to "examine into and ascertain the cause" of the dispute and report to the next general assembly.^(a)

The New Jersey law of March 10, 1880,^(b) provides that if a majority of the employees in any manufacturing establishment give notice to the employer that they are dissatisfied with existing or proposed conditions of labor and that they propose to submit the matter to arbitration and have appointed an arbitrator to represent them, "it shall be the duty" of the employer, in case he can not adjust the dispute and if he "chooses to accept" arbitration, to name another arbitrator. These two are then to select a third, and the three are to hear and examine the case, for which purpose they may administer oaths, and render a written decision, which shall be "deemed to be binding upon both parties submitting the matters in dispute to arbitration." Parties may be represented by counsel at hearings. Costs are to be apportioned as the parties agree or the arbitrators decide.

In 1886 the above was supplemented by another law dated April 23.^(c) Thereby it was provided that any dispute between employers and employees engaged in manufacturing may "by mutual consent of the parties" be submitted in writing to a board of five arbitrators, two named by the employer and two by a majority of the employees at a special meeting held for the purpose, these four selecting a fifth, who shall be chairman. These arbitrators shall take an oath to faithfully and impartially discharge their duties. They are given power to compel the attendance of witnesses and the production of books and papers by means of subpoenas issued by local courts. Proceedings "shall be, as far as possible, voluntary," and counsel are not permitted to appear under the act of 1886, and the costs of arbitration under that law are to be met by "voluntary subscription." Within five days after the completion of hearings the board is to render a written decision, which the law declares "shall be a final settlement" and "binding and conclusive between the parties."

The laws of 1880 and 1886 still stand on the New Jersey statute books. Besides these there is also provision for local arbitration in the act of 1892, which established a State board of arbitration. The local arbitration features of this law of 1892 are considered below in connection with similar provisions in several other States.

^a See also, *infra*, p. 590, for law providing for intervention of the chief of the bureau of industrial statistics.

^b Public laws of 1880, chap. 138.

^c Laws of 1886, p. 315.

The State of Pennsylvania had in 1883 established the second of the four systems indicated in the above classification of laws, but in 1893 provided also for local arbitration without permanent agency in an act bearing date of May 18.^(a) This law is still in force. Though by no means identical with either, it resembles the Maryland statute much more than that of New Jersey. It provides for but one mode of arbitration, but prescribes for that with considerable detail. Whenever a difference arises either party, or both parties jointly, may apply to the local court of common pleas to constitute a board of arbitration. When this application is made jointly the court may at its discretion "grant a rule on each of the parties * * * to select three citizens of the county of good character and familiar with all matters in dispute" as members of the board, and when these have been appointed the court is to name three more "of well-known character for probity and general intelligence, and not directly connected with the interests of either party to the dispute," the board thus consisting of nine members. The chairman is to be named by the court and to be one of the three members appointed by it. If but one party applies to the court, the latter is to "give notice by order of court to both parties," requiring each of them within ten days to appoint the three members as above, and if either party then refuses or neglects to make the appointments, the court is to name the six persons necessary to make up the board. The law prescribes the fullest possible hearing of cases, the board having power to compel attendance of witnesses and the production of evidence. Parties are allowed counsel if they so desire. The decision of the board, reached by a majority vote of the members, is to be filed in the court where the application was made, and, as the law declares, "shall be final and conclusive of all matters brought before them for adjustment." Costs, including compensation to the members of the board, are to be paid by the county.^(b)

The fourth State in the first group of laws as here classified is Texas, whose one statute dealing with arbitration of disputes bears date of April 24, 1895,^(c) and is still in force. This provides for arbitration "upon mutual consent of all parties" before a board of five persons, two each chosen by employers and employees, these four to select a fifth as chairman. The appointment of the two arbitrators by employees is to be made so far as possible through the medium of labor organizations. Where the employees belong to a union which is a member of a federation, the central body is to make the appointment. In case their union is not a member of any such central body

^a Laws of 1893, No. 55.

^b See also, *infra*, p. 586, for law providing for district boards.

^c Laws of 1894-95, chap. 379.

the union itself is to make the appointment, and in case they are not organized a majority of them, at a meeting held for the purpose, shall make the selection, provision being also made for representation of nonunion men as well as union where such are involved. When the four arbitrators can not agree upon the fifth, the latter, upon application by the four, may be named by the judge of the judicial district.

When the board has been duly appointed it may apply to the district judge of the county for a license, whereupon the judge, if all the provisions of the law have been complied with, shall "make an order establishing such a board of arbitration and referring the matters in dispute to it for hearing, adjudication, and determination." The submission of the dispute must be in writing, and the law requires that in the agreement for submission the parties shall bind themselves to five conditions: (1) That pending the arbitration the status existing prior to the dispute shall be maintained; (2) that the award, properly filed in the district court, shall be final, except for "error of law apparent on the record;" (3) that they will execute the award, and that the same may be "specifically enforced in equity so far as the powers of a court of equity permit;" (4) that the employees will not leave the employment of the employer on account of dissatisfaction with the award without thirty days' written notice to him; and (5) that the award shall stand in force for one year, with no new arbitration upon the same subject during that time.

The members of a board must sign a consent to act and take oath to act faithfully and impartially. Full powers for the summoning of witnesses and compelling the production of evidence are conferred upon the chairman. The costs of the arbitration, including per diem compensation and traveling expenses of members of the board and witnesses, are to be taxed upon the parties, either or both, as the board may decide, and before the arbitration the parties must give bond for the payment of the same.

The award, filed with the district court, shall go into effect, and judgment be entered upon it accordingly, ten days after the date of filing, during which time the parties may file exceptions "for matter of law apparent on the record," which exceptions shall be decided by the district court, or, on appeal therefrom, by the court of civil appeals. Finally, it is declared unlawful for the employer to discharge the employees during the pendency of arbitration, "except for inefficiency, violation of law, or neglect of duty, or where reduction of force is necessary," or for the employees "to unite in, aid, or abet strikes or boycotts" against the employer.

The provisions of this Texas law, so far as concerns the mode of appointing members of the board, its licensing by a local court, and its powers to secure the presence of witnesses and the production of

evidence, are taken direct from the New Jersey law of 1892 or the New York statute of 1886, these provisions being original with the latter act. But the conditions to which parties must bind themselves in their submission, the taxing of costs upon the parties, the compulsory force of awards, and the prohibition of interruption of employment or work pending the arbitration are peculiar to the Texas statute.

Maryland, New Jersey, Pennsylvania, and Texas are the only States which have passed laws providing for the local arbitration system here considered. A number of other States, however, have made similar provision, but as supplementary to a State board, and while their statutes are therefore classified in the fourth group above, their provisions for local arbitration may properly be considered here. The States referred to, with the dates of their earliest acts containing local arbitration features, are New York, 1886; Massachusetts, 1886; Montana, 1887; California, 1891; Ohio, 1893; Wisconsin, 1895; Minnesota, 1895; Idaho, 1897, and Colorado, 1897. The similar law of 1892 in New Jersey has already been referred to. (^a) The provisions in six of these States—Massachusetts, Montana, Ohio, Wisconsin, Idaho, and Colorado—are precisely alike, the Massachusetts law manifestly having served as model for the others. They provide that any dispute may be referred to a board whose members may be mutually agreed upon by the parties to the difference, or each side may choose one and these two appoint a third. This board is to have, in respect to matters referred to it, all the powers which the State board might exercise, and their decision has whatever binding effect the parties may agree upon in the submission. Such a board may ask and receive the advice and assistance of the State board, and a copy of its decision is to be filed with the latter, but its jurisdiction on matters referred to it is exclusive. The members of such local boards are entitled to compensation from the city or town in which the dispute occurs on approval by the mayor or board of selectmen. The board's decision must be rendered within ten days of the close of the hearing. The Minnesota law contains the same provisions, but requires a consent to act and an oath of office of the arbitrators. It also adds a clause making it the duty of the State board to aid in the formation of such local boards before a strike or lockout has occurred if the appointment of such a board will tend to prevent a cessation of work.

The provisions for local arbitration in the New Jersey law of 1892 are identical with those of the earlier New York law of 1886. These have already been described as copied in the Texas act of 1895. Briefly summarized here, they legalize the submission of disputes to a

^a Supra, p. 581.

board of arbitration consisting of five members, two each appointed by the employer and the employees, these four choosing the fifth. If the employees are members of a labor organization represented in a central body, this central body is to appoint their representatives; if their union be not so affiliated, then the union is to select them; and if the employees are unorganized their representatives are to be chosen at a meeting of a majority of them held for the purpose. When thus constituted a majority of the board may ask and receive from the county judge of the county an order establishing and approving the board and referring the dispute to it. The members are to sign a consent to act and take oath, and the board is given summary power to compel the attendance of witnesses and the production of evidence. The decision of the board it is declared shall be a settlement of the matters referred to it, except that an appeal may be taken to the State board of arbitration, in which case the latter shall promptly hear the case and render a final decision thereon.

The New York act of 1886 was replaced in the following year by another law, but the same local arbitration features appear in the latter act and are still in force except for the omission of the licensing of the local board by a county judge and the reduction of the number of members on the board from five to three.

The provision for local arbitration in California is very brief, specifying simply that if parties do not wish to submit a dispute to the State board, each may choose an arbitrator and these two a third, and the three shall constitute a board for the case and may exercise the same powers as the State board.

A comparison of the above-described laws in 13 States, which constitute the first group in the classification here made, shows the following general features common to all of them. First, the action contemplated by them is arbitration as distinguished from conciliation; second, such arbitration is voluntary in character in that either the reference of disputes to it or the acceptance of decisions is entirely voluntary for the parties; third, the arbitrating body specified is a temporary board constituted for each dispute as it arises and composed of equal numbers of members named (except in Maryland) by the parties, with an odd member (in Pennsylvania three other members) chosen (except in Maryland and Pennsylvania) by the others; fourth, (save in California) the law confers upon such boards power to compel the presence of witnesses and the production of evidence.

* DISTRICT OR COUNTY BOARDS ESTABLISHED BY PRIVATE PARTIES.

The four statutes falling in the group of laws under this heading are so nearly alike, being in large part exactly the same, that the earliest one, the so-called Wallace Act of 1883 in Pennsylvania,

plainly served as model for the others. A description of this, with notation of the variation of the others from it, will suffice for all, therefore.

The Pennsylvania law of April 26, 1883,^(a) which still stands on the statute books, provides for "voluntary tribunals" in each of the State's judicial districts. For the establishment of such a tribunal a license is to be obtained from the local court of common pleas by joint petition from at least 50 work people and either 5 employers, each employing not less than 10 work people, or 1 employer with 75 or more employees. Such a petition may be presented by either party, but in that case the license can not be issued unless the other party assents thereto within sixty days. The petition must contain the names of not less than 4 persons to compose the tribunal, one-half from each side, with an umpire chosen by these members. Upon receipt of the petition the court is to issue a license authorizing the tribunal and fixing a date for its first meeting. If at the time a petition is received a dispute exists which has already caused, or threatens to cause, a suspension of work, the court shall verify the representative character of the petitioners, and if it is found that they do not represent a majority, or at least one-half, of each party to the dispute, the petition may in such case be denied.

The law requires that members of such a tribunal shall be United States citizens, shall have resided in the district for a year, and shall have been engaged in the industry for two years if work people, and one year if employers, and the latter must have at least 10 employees. Members are to receive no compensation for their services. The expenses of tribunals, except for offices, which are to be paid by the city or county where located, are to be met by "voluntary subscription." The tribunal is to choose its own officers, and has full power under the law to compel the presence of witnesses and the production of evidence. It is to continue in existence for one year and take cognizance of all disputes between the parties represented in the petition, or any others who shall submit their disputes to it in writing.

The procedure before a tribunal may consist in (a) hearing and decision by the tribunal (without the umpire); or (b) reference of the case to a committee of the tribunal's members equally representing both parties, whose decision, if unanimous, is final, but who otherwise shall refer the case back to the tribunal; or (c) reference of the case to the umpire for final decision, which shall occur only when the tribunal, after three meetings and full discussion, can not agree. No counsel or paid agents may appear at any of the hearings. When a case goes to the umpire the submission must be in writing signed by the members of the tribunal or the parties, and shall contain a

^a Laws of Pennsylvania, 1883, p. 15.

provision that the umpire's award, "after hearing, shall be final." The umpire is to be sworn to impartiality and to render his award within ten days after the submission. Provision is made for the enforcement of umpires' awards, but in this matter a slight inconsistency appears in the statute. One section provides that the award signed by the umpire "may be made a matter of record, by producing the same within thirty days, with the submission in writing, to the proper judge. If he approves the same, he shall indorse his approval thereon, and direct the same to be entered of record. When so entered of record it shall be final and conclusive, and the proper court may, on motion of anyone interested, enter judgment thereon, and when the award is for a specific sum of money may issue final and other process to enforce the same." In another section, however, it is expressly stipulated that the award "shall in no case be binding upon either employer or workmen, save as they may acquiesce or agree therein after such award." Whence it would appear that for enforcement not only joint submission, but acquiescence in the award by both parties as well, would be necessary.^(a)

Two years after Pennsylvania, Ohio adopted the same system of local tribunals in the so-called Ryan Act of February 10, 1885.^(b) This law was in force until 1893, when it was repealed by an act creating a State board of arbitration. It copied the Pennsylvania statute with but slight modifications in details, as follows: The Ohio law specified all "manufacturing, mechanical, or mining industries" as within its jurisdiction, required as signers of the petition for a license 40 work people and 4 employers, with not less than 10 employees each, or one with at least 40, and omitted the Pennsylvania provision for petition by one party, directed verification of the character of the petitioners, in case suspension of work existed or threatened, simply "on motion," stipulated no qualifications for members of tribunals, and, finally, made provision for the enforcement of awards by record in local courts, as in Pennsylvania, only when the award was for a specific sum of money, and no acquiescence by the parties after the award was made was required.

In 1886 Iowa adopted the Ohio statute in toto with the variation of but a few words, the only change made in the system being a reduction of the number of petitioners required for license to 20 workers and 4 employers, with not less than 5 employees, or one with 20 or over. The Iowa law was approved March 6, 1886,^(c) and is still in force.

^a See also, *supra*, p. 582, for law providing for local arbitration with no permanent agency.

^b Laws of Ohio, vol. 82, p. 45.

^c Acts of 1886, chap. 20.

In the same year as Iowa, Kansas adopted the local tribunal system by the act of February 25, 1886,^(a) which is the present law, and which is somewhat condensed as compared with the statutes of the other States in this group. It follows in general the Ohio and Iowa statutes, but with these points of difference, viz., the number of petitioners required is reduced to 5 workmen and 2 employers; the umpire, instead of being appointed by the members of the tribunal, is to be appointed by the court issuing the license; members are allowed compensation per diem of actual service, to be paid by the county; counsel are not prohibited at hearings; there is no provision for the settlement of cases by special committee of the tribunal; the award of the umpire must be made within five days of the submission instead of ten; and, finally, the awards of the tribunal are enforceable in the same way as those of the umpire.

The characteristic features common to all in this second group of laws are : (1) Provision for permanent tribunals; (2) the establishment of such tribunals by employers and employees acting jointly; (3) licensing of tribunals by local civil courts, and endowment of them with power to compel the presence of witnesses and the production of evidence; (4) procedure of the nature of arbitration voluntary in character inasmuch as reference of disputes is always voluntary for both parties, even though provision is made for the enforcement of awards in certain cases.

INTERVENTION OF STATE LABOR COMMISSIONERS.

Five States have at some time provided for the settlement of industrial disputes through the intervention of commissioners of bureaus of labor statistics.

When Colorado established her bureau of labor statistics in 1887, section 9 of the law provided that in case of any industrial dispute involving an employer with 25 or more employees, involving or threatening to involve a strike or lockout, the commissioner of the bureau, when requested by the employer or 15 or more of the workpeople, should at once proceed to the place "and diligently seek to mediate between such employer and employees."^(b) In 1890 North Dakota, in creating the office of commissioner of agriculture and labor, copied the law of the Colorado bureau, including the above section 9, which became section 7 in the North Dakota act.^(c)

In Missouri somewhat more elaborate provision for action by the commissioner of labor statistics was made by a special act of April

^a Laws of 1886, chap. 28.

^b Acts of 1887, p. 62. This law was superseded, however, by the establishment of a State board in 1897 (Laws of 1897, chap. 2, amended by Laws of 1903, chap. 136).

^c Acts of 1890, chap. 46. This law was repealed by the Revised Code of 1895.

11, 1889.^(a) Upon reliable information of a dispute which "may result in a strike or lockout" the commissioner was to at once visit the place and seek to mediate between the parties, "if, in his discretion, it was necessary so to do." If the mediation of the commissioner proved fruitless he might then "direct the formation of a board of arbitration," composed of 2 employers and 2 employees engaged in the same line of industry, but not parties to the dispute, with the commissioner as president. This board, the law declared, should have power to summon and examine witnesses, was to investigate the case and within three days thereafter render a decision, which was to be made public. This decision, the act declared, "should be final, unless objections were made by either party within five days thereafter; provided that the only effect of the investigation * * * shall be to give the facts leading to such dispute to the public through an unbiased channel." The law expressly stipulated that no board of arbitration should be formed after suspension of work had occurred, except in case a strike or lockout had begun before the commissioner could be notified when he "might order the formation of a board of arbitration upon resumption of work."

Under the Washington law of 1903^(b) the State labor commissioner has authority to intervene only upon application from an employer or employee, party to the dispute, but when requested it becomes his duty to promptly visit the locality, inquire into the causes of the controversy, and advise the parties what ought to be done by each to settle their differences. If such mediation fails to effect a settlement the commissioner is to endeavor to persuade the parties to submit the case to arbitration before a board composed of three members, one named by the employers, one by the workers, and a third chosen by these two, with the commissioner as chairman without the privilege of voting. The board, through the commissioner as chairman, may issue subpoenas and administer oaths to witnesses, and the law directs that any notice or process issued by the board shall be served by any sheriff, coroner, or constable to whom it may be directed. Under the terms of the statute the board's award is to "be final."

If the labor commissioner can not bring the parties to submit to arbitration as above provided, it is his duty "to request a sworn statement" from each party as to the facts in the case and their reasons for refusing arbitration, which statements are to be "for public use and shall be given publicity in such newspapers as desire to use it."

^a Revised Statutes of 1899, chap. 121, art. 2. This law was repealed and a State board established in 1901 (Laws of 1901, p. 195, amended by Laws of 1903, p. 218).

^b Laws of 1903, chap. 58.

Somewhat similar to the Washington law, but more extensive in its provisions, is the recent act of 1904 in Maryland.^(*) This directs that "upon information furnished by an employer * * * or by a committee of employees, or from any other reliable source," that a difference exists which involves ten or more persons and which threatens to result in a strike or lockout, the chief of the bureau of industrial statistics, or one of his subordinates deputed by him, shall, if he consider it necessary, at once visit the scene of the dispute and seek to mediate between the parties.

If such mediation proves unsuccessful, the chief, or his deputy, may at his discretion endeavor to secure the consent of the parties to arbitration before a board of three persons, employers and employees each to choose one member, who shall be from the same industry or trade affected but no parties to the dispute, and these two to name the third, who shall be president. If the two can not agree upon the other member, then the chief, or his deputy, as the case may be, shall act as the third arbitrator. With reference to the powers and procedure of the board the statute prescribes only that "the president of said board * * * shall have power to summon witnesses, enforce their attendance, and administer oaths and hear and determine the matter in dispute, and within three days after the investigation render a decision thereon," a copy of which shall be furnished each party and shall be final. While specifying thus a mode of arbitration, the law stipulates that the parties may agree upon some other method if they choose, and the latter shall also be valid.

Whenever the chief or his deputy is unable to effect a settlement by mediation and the parties will not submit to arbitration, then the chief or his deputy is directed "to thoroughly investigate the cause of the dispute," for which purpose he "shall have the authority to summon both parties to appear before him and take their statements in writing and under oath, and having ascertained which party is, in his judgment, mainly responsible and blameworthy for the continuance of the controversy or dispute, shall publish a report, in some daily newspaper, assigning such responsibility or blame over his official signature." To secure the necessary evidence in such an investigation the chief (or deputy) is given "power to administer oaths, to issue subpoenas for the attendance of witnesses, and to enforce the attendance of witnesses, production of papers and books to the same extent that power is possessed by courts of record or judges in the State," but it is directed that all information of a personal character or pertaining to the private business of any party must be treated as confidential.^(b)

^a Laws of 1904, chap. 671.

^b See also, *supra*, p. 581, for law providing for local arbitration.

Comparing the five statutes in this group it will be seen that the field of action opened to the commissioner in Colorado and North Dakota is much narrower than in the other three States, being limited to intervention at the request of at least one party and mediation being the only purpose mentioned. The Washington law also specifies intervention only upon application from a party to the controversy, but both that law and those of Missouri and Maryland, which permit the commissioner to intervene upon his own initiative as well as upon request, make provision both for mediation and for arbitration and, most notable of all, the two latest laws (Washington and Maryland) go still further and provide for an authoritative investigation of the dispute and public report by the commissioner in every case in which his mediation has proved fruitless and the parties refuse arbitration. The Maryland law, in fact, gives the commissioner of labor in that State essentially the same powers and possible courses of action with reference to intervention in labor disputes as are possessed by any of the State boards of conciliation and arbitration considered below.

Intervention by commissioners of labor statistics as a means of settling labor disputes has been actually or virtually abandoned by three (the three earliest) of the five States which have made trial of it. North Dakota repealed her provision in 1895, Missouri substituted for hers a State board of arbitration in 1901, and Colorado, though the provision still stands on her statute books, practically displaced it by the establishment of a State board in 1897.

STATE BOARDS OF CONCILIATION AND ARBITRATION.

The distinguishing characteristic of the laws in this fourth group is provision for a permanent board created and maintained by the State for intervention in industrial disputes. This is the most common form of provision for the settlement of such controversies in the United States, no less than 17 States having adopted it.^a All of the 17, it may be added, still retain the system, at least in law.

The first States to adopt this system were New York and Massachusetts in 1886, the former by an act approved May 18, the latter by a law of June 2. These two States are the sources from which the other 15, except Indiana, and Idaho in her latest act, have drawn nearly all the material for their laws. In fact, in every one of the latter are to be found verbatim transcriptions from the New York and Massachusetts acts, made either directly or by the copying of each other's statutes, entire laws in some cases having been so con-

^a While provision for local arbitration is to be found in nearly as many States, 13 in all, that feature is in 10 of these secondary to a State board system. (Cf. *supra*, p. 584.)

structed. With so many features common, therefore, to several or all of the States, the plan adopted for the following account of the laws in this group consists of a description of all features^(a) to be found in them, with notation under each of the States in which it exists. The only exception to this method are the Indiana law, which varies considerably from the others, and the present Idaho law,^(b) which follows the Indiana statute, these two being described separately. The original laws have in several States been amended, and where changes of consequence have been made they are noted. Otherwise reference is always to the statutes as in force on January 1, 1905.^(c)

The name used to designate the board is in California, Louisiana, Massachusetts, Minnesota, Montana, Ohio, and Wisconsin the board of arbitration and conciliation; in Connecticut, Missouri, and New York it is the board of mediation and arbitration; in Michigan, the

^a Except those providing for local arbitration, which have already been noted. (Supra, p. 584.)

^b The present Idaho law of 1901 superseded one of 1897. Of this earlier law, which is in the same class with those included in the general description below, suffice it to say that it is precisely the same as the Massachusetts statute without the provisions for expert assistants and the amendments of 1902 and 1904.

^c The list of acts and amendments in the several States, except Idaho and Indiana, arranged chronologically, is as follows:

New York: Laws of 1886, chap. 410 (May 18); amended by Laws of 1887, chap. 63; became Art. X of the labor law, Laws of 1897, chap. 415; amended by Laws of 1901, chap. 9.

Massachusetts: Acts of 1886, chap. 263 (June 2); amended by Statutes of 1887, chap. 269; Statutes of 1888, chap. 261; Statutes of 1890, chap. 385; Statutes of 1892, chap. 382; became chap. 106 of Revised Laws of 1901; amended by Statutes of 1902, chap. 446, and Statutes of 1904, chaps. 313, 399.

Montana: Statutes of 1887, p. 614; became Chap. XIX of Title VI of Pt. III of the Political Code of 1895.

Michigan: Public Acts of 1889, No. 238, being secs. 559-568 of the Compiled Laws of 1897, as amended by Acts of 1903, No. 69.

California: Laws of 1891, chap. 51.

New Jersey: Public Laws of 1892, chap. 137; amended by Public Laws of 1895, chap. 341.

Ohio: Laws of 1893, p. 83; amended by Laws of 1894, p. 373, and Laws of 1896, p. 324; Statutes of 1902, sec. 4364-90.

Louisiana: Laws of 1894, No. 139.

Wisconsin: Laws of 1895, chap. 364 (April 19); amended by Laws of 1897, chap. 258.

Minnesota: Laws of 1895, chap. 170 (April 25).

Connecticut: Laws of 1895, chap. 239 (June 28).

Illinois: Laws of 1895, special session, p. 5; Statutes of 1896, chap. 48, sec. 8; amended by Laws of 1899, p. 75, 1901, p. 90, and 1903, p. 84.

Utah: Laws of 1896, chap. 62; superseded by Laws of 1901, chap. 68.

Colorado: Laws of 1897, chap. 2; amended by Laws of 1903, chap. 136.

Missouri: Laws of 1901, p. 195, as amended by Laws of 1903, p. 218.

court of mediation and arbitration; in Colorado, Illinois, and New Jersey, simply the board of arbitration; while Utah uses the longer title of board of labor, conciliation, and arbitration.

Except in New York, the members of the board are appointed by the governor in all the States, and must be confirmed by the senate in all save California, Colorado, and Wisconsin. Similar appointment and confirmation were true for New York until 1901, when the law consolidating the former bureau of labor statistics, State factory inspector's office, and board of mediation and arbitration into the department of labor delegated the powers and duties of the old board to the commissioner of labor (the head of the department, appointed by the governor) and his two deputies (appointed by the commissioner) as a board, whereby it results that one member of the board is appointed by the governor and the other two by the first.^(a)

The number of members on the board is three in all the States except Louisiana, where it is five, with terms of one year in California, two years in Colorado, Connecticut, Minnesota, Montana, and Wisconsin, three years in Illinois, Massachusetts, Michigan, Missouri, New Jersey, and Ohio, and four years in Louisiana, New York, and Utah.^(b)

In the composition of boards many of the States lay down certain restrictions. California, Colorado, Illinois, Louisiana, Massachusetts, Minnesota, Missouri, Montana, Ohio, Utah, and Wisconsin require that the employing class and the labor class shall each be represented by one member (in Louisiana two members) upon the board, and California, Colorado, Louisiana, Minnesota, Montana, Utah, and Wisconsin further specify that the odd member shall be a "disinterested" person as regards the two industrial classes. Illinois and Utah prohibit the appointment of more than two members from the same political party. Connecticut requires that one member each shall be chosen from the two largest political parties in the State and the third from a labor organization, this being identical with the requirement in New York prior to the merging of the board in the new department of labor in 1901, which practically annulled the restric-

^a The consolidation law created one department with three bureaus, corresponding to the three offices absorbed, the entire department being under the general direction of the commissioner of labor, with the first deputy in special charge of the bureau of factory inspection, the second deputy in special charge of the bureau of labor statistics, and the commissioner himself in special charge of the bureau of mediation and arbitration, the three officials together to be a board for the purposes of the old board of mediation and arbitration.

^b The first New Jersey law made the term five years and the original laws of Massachusetts and New York made it one year. From 1887 to 1901 the term was three years in New York, but was virtually changed to four by the consolidation of 1901.

tion as to politics and representation of organized labor on the board. New Jersey requires only that one member of the board shall be from a labor organization, while no limitation as to the make-up of the board appears in Michigan.

In Colorado, Louisiana, Massachusetts, Minnesota, Ohio, and Wisconsin the odd member of the board is to be recommended by the other two, though if no recommendations be made within a specified time the appointment shall be made directly by the governor. In Louisiana it is also provided that the two members representing employers are to be recommended by "some association or board representing employers" and the two labor representatives are to be recommended by "the various labor organizations," though here again, failing such nomination, the appointments are to be made direct.

At present Colorado, Illinois, Massachusetts, New Jersey, and New York provide annual salaries for the members. All the others (and the same was true of the first laws in Massachusetts, New Jersey, and New York) pay only a per diem compensation for actual and necessary services. Traveling and other necessary expenses, in addition to compensation of members, are allowed in all the States except Michigan and Minnesota. The entire cost of the boards is everywhere borne by the State save in Utah, where the per diem pay of members is to be paid in each case by the parties in dispute in such proportion as the board shall decide, other expenses being paid out of the State treasury.^a)

All of the States except Minnesota require an oath of office of members of the board. All boards must make report of their work to the governor or State legislature—biennially in Louisiana, Missouri, and Wisconsin, annually in the other States.

With the single exception of California, whose statute says nothing upon the subject, all the States confer some authority upon their boards for the purpose of securing evidence. In Colorado, Connecticut, Illinois, Michigan, Missouri, New Jersey, New York, and Utah the boards have authority to issue subpoenas, administer oaths, and call for books and papers generally. In Louisiana, Massachusetts, Montana, and Wisconsin the power to summon is limited to operatives in the department of business affected by the dispute and persons who keep the records of wages paid, and only such wage records in the way of documents may be called for. In Minnesota only the persons keeping records of wages may be summoned and only such records may be called for, while in Ohio any person may be subpoenaed, but only wage records may be called for. In eight States only do the laws go any further than a simple declaration that the boards shall have such authority. The Louisiana statute adds a

^a Before the revision of 1901 in Utah, traveling expenses were also to be paid by the parties.

clause affirming that the board "shall have the right to compel the attendance of witnesses or the production of papers," but by what means is not specified. Michigan and New Jersey stipulate that their boards shall have the same authority to compel the attendance of witnesses and the production of documents "as is possessed by the courts of record or judges" in the State.^(a)

In Ohio sheriffs, constables, or police officers are to serve subpoenas and notices for the board. But the most specific powers for securing evidence appear in Colorado, Illinois, Missouri, and Utah, whose provisions therefor are all very similar, that of Utah dating from its first law of 1896, that of Illinois from an amendment of 1899, and those of Colorado and Missouri from amendments of 1903. These provisions permit the boards to invoke the aid of the civil courts (district or county courts in Colorado, circuit or county courts in Illinois, circuit courts in Missouri, and district courts in Utah) in case of refusal of witnesses to obey the board's subpoenas, and such courts "shall, upon application by the board," in Colorado, Illinois, and Missouri, "may" in Utah, issue orders requiring witnesses to appear before the board and give testimony or produce books and papers, and the court may punish for contempt in such cases as in case of refusal to obey its own processes.^(b) In addition to this, the Missouri provision goes a step further, and makes it a misdemeanor for any person to willfully neglect or refuse to obey the process or subpoena of the board, for which such person is liable to arraignment in any court of competent jurisdiction, and on conviction shall be punished by fine of not less than \$20 nor more than \$500, or by imprisonment not exceeding thirty days, or both. The Missouri provision for enabling the board to compel the presence and testimony of witnesses through the power of the courts to punish for contempt has, however, been declared unconstitutional by the supreme court of that State in a decision rendered June 2, 1904.^(c) Certain employers had declined to obey a subpoena of the board, whereupon the latter obtained an attachment from a circuit judge to compel their presence. When brought before the board they made certain objections when the evidence of the trade unions involved in the dispute was being heard, and when the board ruled against them they withdrew, alleging violation of their constitutional rights. The board then secured from the circuit court the issuance of citation to the said employers to show cause why they should not be punished for contempt, whereupon the employers in question applied to the supreme court for a

^a Such was the provision also in Colorado and Missouri until the amendments of 1903.

^b Cf. similar provisions in Indiana and Idaho, *infra*, pp. 604, 605.

^c In the case of *State ex rel Haughey et al v. Ryan et al.* (81 S. W., 425, or 182 Mo., 349).

writ against the circuit judge and the board to prohibit the contempt proceedings. The supreme court unanimously granted the writ, holding that the amendment of 1903, "in so far as it attempts to require the circuit court to use its power to punish for contempt, to compel witnesses to attend and testify before the board, is an unwarranted invasion of the judicial power conferred exclusively on the courts in section 1, article 6, of the constitution of Missouri." The grounds for this decision may be summarized by the following extracts from it:

The power to punish for contempt is essentially a judicial power, and except in the limited degree in which it inheres in legislative bodies it can be exercised only by a tribunal exercising judicial functions. * * * All the judicial power in this State is by our constitution vested in certain courts therein named. The general assembly has no authority to create any other tribunal and invest it with judicial power. * * * This board of mediation and arbitration is not a court; it can not exercise any power that is purely judicial in its character. * * * The power to punish for contempt is not given to the circuit court for the purpose of maintaining the authority of any tribunal but itself, especially not to maintain the authority of a board upon whom it would be unconstitutional to confer such a power. * * * The power to punish for contempt is not a power conferred on the court by the legislature, but is inherent in the court for one purpose only—that is, to maintain its own authority.

This decision refers only to the amendment of 1903, but as expressly intimated in it the same grounds of unconstitutionality applied to the earlier provision, which simply declared that the board itself should have power to punish for contempt. This Missouri decision is, therefore, especially interesting, as it throws out both the provisions for enabling the board to enforce its summons which the Missouri law has had in common with several other States, as above noted. It is to be observed, however, that the decision does not nullify the special provision in the Missouri statute which makes a misdemeanor of refusal to obey the board's processes, for it distinctly says:

It is not disputed that in a case where a board or a committee of a legislative body has the lawful authority to summons witnesses the legislature may enact that the refusal of a witness to appear and testify shall be a misdemeanor, and that upon conviction thereof in a court of competent jurisdiction he may be punished by fine and imprisonment.

Aside from the exclusion from arbitration by the board of questions which may be the subject of a civil action^(a) in Illinois, Louisiana, Massachusetts, Montana, Ohio, and Wisconsin the only general limitations upon the jurisdiction of boards consist in restrictions

^a The same exclusion held in Utah until the amendment of 1901.

to disputes involving establishments with not less than 25 employees in Massachusetts and Wisconsin, not less than 20 in Louisiana and Montana, and not less than 10 in Minnesota and Utah; to disputes involving 25 employees or more in Illinois, 10 or more work people in Missouri, and to disputes "which, if not arbitrated, would involve a strike or lockout" in California.

Three kinds of action may be taken by State boards when intervening in industrial disputes: (a) Mediation or conciliation; (b) arbitration, and (c) investigation for the purpose of public report as to the causes of disputes or responsibility for them. The last-mentioned may be conveniently referred to as "authoritative" or "public" investigation. The California law provides for arbitration and authoritative investigation only, the law of Utah for conciliation and arbitration, but in all the other States all three courses are provided for.^(a)

All the statutes which provide for mediation and conciliation specify such action only for cases of strike or lockout, either actual or threatened,^(b) but for such cases it is made the duty of the board to intervene upon knowledge of the disputes. Wisconsin directs mediation only when the strike or lockout "threatens to or does involve the business interests of a city, village, or town." Two general directions as to procedure for mediation and conciliation appear in the statutes. In Colorado, Connecticut, Michigan, Missouri, New Jersey, and New York the board is directed to visit the locality of the dispute and endeavor to bring the parties to an amicable agreement. In the other States (Illinois, Louisiana, Massachusetts, Minnesota, Montana, Ohio, Utah, and Wisconsin) the board is simply "to put itself in communication with" the parties, and is to endeavor either to arrange an amicable settlement or to induce the parties to submit to arbitration before a local or the State board. In Massachusetts, Montana, and Wisconsin the effort to persuade the parties to adopt arbitration is directed as an alternative only on the express condition that a strike or lockout has not actually occurred or is not continuing.

^a This is true of the statutes now in force. The first Massachusetts, Montana, and New York laws provided for arbitration only. The first amendments in Massachusetts and New York (1887) incorporated the other two courses. Montana adopted them in 1895. In Illinois conciliation and arbitration only were specified until an amendment of 1901 added authoritative investigation.

^b Mediation is directed in Illinois, Missouri, and Utah simply when strike or lockout is "seriously threatened;" in the other States when strike or lockout threatens or occurs. By an amendment in the Wisconsin law in 1897 it was intended to empower the board to mediate in any dispute between employer and employed. As the amendment stands in the law, however, such authority is given only in connection with the procedure for arbitration. (Cf. *infra*, p. 599.)

With the duty of initiating proceedings for mediation and conciliation laid upon the boards, prompt information of the existence of industrial disputes becomes a matter of importance. As a means thereto the statutes of Illinois,^(a) Louisiana, Massachusetts,^(b) Michigan,^(c) Montana,^(d) Ohio, Utah,^(e) and Wisconsin require certain local authorities to immediately notify the board of any strike or lockout, threatened or existing, which comes to their knowledge. Such duty is laid upon mayors of cities in all of these States. It devolves also upon presidents of towns in Illinois, town or village boards in Massachusetts and Wisconsin, supervisors of townships and village presidents in Michigan, county commissioners in Montana, sheriffs of counties in Utah, probate judges in Ohio, and district court judges in Louisiana. Illinois also has a unique provision requiring that similar notice shall be given to the board by presidents of labor organizations in case of strike or lockout involving any of their members. In none of these States does the board's duty of intervention depend upon notice from such sources. In all the States that duty exists simply upon knowledge of a dispute without condition as to its source save in Colorado, where the law directs mediation only upon written notice to the board from one of the parties to the dispute, from the mayor or clerk of a city or town, or from the local justice of the peace, although the law does not require any such notice from any of them. The Massachusetts law by amendment of 1902 expressly gives the employer or employees concerned in a strike or lockout the privilege of notifying the board of the dispute, and thereby laying the duty of intervention upon the board.

Provision for the arbitration of disputes by the board is a feature common to all the laws governing State boards. For such arbitration the statutes of Colorado, Connecticut, Michigan, Missouri, New Jersey, New York, and Utah^(f) prescribe simply a full hearing and the rendering of a decision upon the question in dispute. Utah also directs that the decision shall be published. In the other States (California, Illinois, Louisiana, Massachusetts, Minnesota, Montana, Ohio, and Wisconsin) it is directed that the board shall hear the case, advise the parties what ought to be done by each to effect a settlement, and render a decision, which decision shall be made public. In Louisiana and Ohio it is expressly stipulated that the decision is to be rendered only where the board's advice as to an adjustment has not

^a By amendment of 1899.

^b By amendment of 1887.

^c By amendment of 1903.

^d By amendment of 1895.

^e By amendment of 1901.

^f This is true for Utah since 1901. Prior to that year the Utah law was like that of Massachusetts.

been accepted. All the laws direct that the boards shall visit the locality of a dispute in arbitration proceedings, except in California, where such visit shall be made "if necessary," and in New York and Utah, whose laws since 1897 and 1901, respectively, say nothing on this point, though before those years they directed visitation. Arbitration decisions may be rendered by either unanimous or majority vote of the board in Colorado, Connecticut, Michigan, Missouri, New Jersey, and New York. The laws of other States say only that the decision shall be by "the board."

When properly applied to it is in all the States made the duty of the board to act as arbitrator. In Colorado, Connecticut, Michigan, New Jersey, New York,^a and (since 1901) Utah application by both the parties in dispute is required. In all the other States the board is directed to carry out the procedure for arbitration upon application by one party only, and the Wisconsin law as amended in 1897 really provides that the board may so act "without any application therefor."^b Except in Minnesota and Missouri, it is the evident intent of all the laws that arbitration by the State board shall be had only before a strike or lockout has occurred or if afterwards only upon resumption of work. Since its amendment in 1901 the Utah law is most specific on this point, definitely requiring that application to the board must precede any lockout or strike or that work must be resumed if the board is to arbitrate. In all the other States, outside of Minnesota and Missouri, it is required that the written application for arbitration shall contain a promise to continue in business or at work until the board's decision is rendered. California, Louisiana, Massachusetts, Montana, Ohio, and Wisconsin further stipulate that if this promise be broken by either party the arbitration shall not proceed except upon consent of the other party—a provision which, although permitting exceptions thereto, emphasizes the general principle of nonsuspension of work during arbitration before the boards. In Minnesota and Missouri there is nothing in the laws to hinder arbitration as well during as before or after strike or lockout.

In the matter of arbitration Massachusetts made a noteworthy addition to her law by two amendments, of 1890 and 1892. The earlier one provided that each party to the dispute might nominate a person whom the board might appoint as an "expert assistant," who "shall be skilled in and conversant with the business or trade concerning which the dispute has arisen," and whose duty it is, at the direction

^a During its first year the New York law provided arbitration by the State board only for cases appealed from local arbitration boards. This limitation was removed by the amendment of 1887, however.

^b This amendment of the Wisconsin law was made with intent to enlarge the board's authority to intervene in disputes without application from the parties, but the clause was actually added to the section dealing with arbitration.

of the board, "to obtain and report to the board information concerning the wages paid and the methods and grades of work prevailing in manufacturing establishments in the Commonwealth of a character similar to that in which the matters in dispute have arisen." The assistants are to be sworn and to be paid for their services, and the board may appoint others in addition to those nominated by the parties if it thinks fit. The amendment of 1892 went still further and provided that the board "shall" appoint such assistants when nominated by the parties, and that they may submit to the board at any time before the decision "any facts, advice, argument, or suggestions which they may deem applicable to the case." It was further specified that where such an assistant has acted in a case no decision of the board is to be announced until after he has been given an opportunity for final conference with the board concerning the case. A further change as to the appointment of such assistants was made by a 1904 amendment, so that now it is directed that each party "may" nominate "fit persons" for the purpose and the board "may" appoint one from those so nominated by each party. The only other States to follow this plan are Montana, which in 1895 copied the Massachusetts amendment of 1890, and Wisconsin, which simply provides that the board may appoint two expert assistants, one to be nominated by each side, or a larger number if the board thinks fit, who shall be sworn to a faithful discharge of their duties.

Concerning means for making the decision of boards effective, the statutes of Connecticut, Louisiana, and Minnesota are silent. The laws of Michigan, New Jersey, New York, and Utah^(a) contain nothing except a requirement that the application for arbitration, which in those States must be joint, shall include an agreement to abide by the decision.^(b) California, Massachusetts, Montana, and Wisconsin simply declare that decisions shall be binding upon the parties who join in the application for six months or until the expiration of sixty^(c) days' notice by either party of intention to be no longer bound. Four States only—Colorado, Illinois, Missouri, and Ohio—make provision for the enforcement of awards. By amendment of 1894 Ohio provided that when the application for arbitration is made jointly by the parties this application may stipulate to what extent the decision is to be binding, whereupon "such decision to such extent may be made and enforced as a rule of court in the court

^a Before 1901 such promise was not required in Utah, but decisions were declared binding until the end of ninety days' notice to the contrary by either party.

^b This was also true of the Illinois law prior to the amendment of 1899, and of the Colorado law before the 1903 amendment.

^c California adds "or any time agreed upon by the parties."

of common pleas of the county from which such joint application comes, as upon a statutory award." In Illinois, under an amendment of 1899,^(a) where both parties join in an application for arbitration any person who was a party thereto may present a petition to the circuit court of the county where the hearing was had showing that the decision has been violated and by whom and in what respect. The court is thereupon to grant a rule against the party so charged to show cause why the decision has not been obeyed. Upon return to this rule the court is to hear and determine the questions presented and make such order, directed to the parties before him in personam, as shall give effect to the award. Disobedience to such order is to be deemed contempt of court and may be punished accordingly, except that in no case may imprisonment be resorted to. The Missouri law provides that when application for arbitration is mutual, or both parties have agreed to submit to the decision, the board's award shall be final and binding. It shall also be binding upon both parties even when one refuses to accept arbitration, unless exceptions are filed with the board's clerk within five days after the award is rendered. When the award is binding under the above conditions any "employer, employer's agent, employee, or authorized committee of employees" who shall violate its conditions "shall be deemed guilty of a misdemeanor, and upon conviction thereof in any court of competent jurisdiction shall be punished by a fine of not less than fifty nor more than one hundred dollars, or by imprisonment in jail not exceeding six months, or by both such fine and imprisonment." Colorado in her amendment of 1903 copied verbatim the above Illinois provision for enforcement, with the single change of qualifying the prohibition of imprisonment for disobedience to the court's order, so that such punishment is forbidden "except in cases of willful and contumacious disobedience."^(b) The Colorado amendment also makes the period during which decisions shall be binding on the parties who joined in the application for arbitration one year unconditionally instead of six months, with provision for notice of termination as in Illinois.

It is to be observed that none of these provisions relative to the enforcement of awards amounts to compulsory arbitration. For in all four States the compulsion provided either can be applied only when both parties have voluntarily agreed to the arbitration or (in Missouri) it can be applied upon a party who did not accept the arbitration only when that party has voluntarily acquiesced in the award.

^a This Illinois provision for enforcement is the same as that in Indiana. (Cf. *infra*, p. 604.)

^b On this point the Colorado amendment follows the Indiana law.

It may also be noted that in those States without enforcement provisions all of the laws which declare that awards shall be binding limit such declaration to those parties who voluntarily accept the arbitration by joining in the application therefor.

Investigation of disputes, as distinct from conciliation or arbitration proceedings, is provided for in all of the States except Utah. The laws of Colorado, Connecticut, Michigan, Missouri, New Jersey, and New York specify for such an authoritative investigation simply an inquiry into the causes of the dispute, but the statutes of California, Louisiana, Massachusetts, Minnesota, Montana, Ohio, and Wisconsin mention both the determination of causes and the fixing of responsibility for disputes as the object of the examination. In Illinois, whose provision for investigation was added in 1901, "all facts bearing upon" the dispute are to be investigated. In Colorado, Connecticut, New Jersey, and Michigan nothing is said concerning a report of the board's investigations, but in all of the other States^a there is provision for a report of the board's findings and, except in New York, for publication of the same. In Illinois, Missouri, and New York such report is to contain both findings of fact and recommendations by the board for a settlement of the questions in dispute between the parties. In all the other States the laws simply call for the board's findings as to the causes of the dispute and, where it is mentioned as within the scope of the investigation, responsibility for the dispute's existence.

Authority to conduct investigation of disputes is limited to cases of actual or threatened strike or lockout in all of the States save California, where it extends to any "complaints of grievances" submitted to the board by employers or employees. In Wisconsin it is further restricted to probable or existing strike or lockout "which threatens to or does involve the business interests of a city, village, or town." In Illinois the authority is even more limited, extending only to cases of existing strike or lockout "wherein, in the judgment of a majority of said board, the general public shall appear likely to suffer injury or inconvenience with respect to food, fuel, or light, or the means of communication or transportation, or in any other respect," and in which conciliation efforts have failed and the parties refuse to submit to arbitration before the State board. In connection with this last-mentioned restriction in Illinois, it may be noted that the laws of all the other States except California, although containing no definite limitation to that effect, manifestly assume that investigations will be undertaken only after conciliation efforts have failed, the provision for investigation always appearing in the same section with and immediately following the directions for concilia-

^a In New York only since 1897.

The making of investigations and publication of reports thereon are both entirely optional with the boards in all of the States except California, Louisiana, Massachusetts, Missouri, and Ohio. In California investigation is provided for only upon request from employers or employees, but such an application makes it obligatory upon the board, and a report must be published. In Louisiana both investigation and report are required in all cases where the board intervenes for conciliation purposes, the failure of the latter being implied. In Massachusetts, by an amendment of 1902, the investigation became obligatory as in Louisiana, but the report is optional. A further amendment of 1904 in Massachusetts provides that the board "shall, upon the request of the governor, investigate and report upon a controversy if in his opinion it seriously affects or threatens seriously to affect the public welfare." In Missouri the investigation and report are both obligatory, but are expressly conditioned upon failure of conciliation efforts. In Ohio the report is always optional and the investigation also, except that when both conciliation and arbitration have failed because of the opposition of one party, an investigation must be made if the other party requests it.

The State agency for intervention in labor disputes in Indiana differs considerably from the State boards above described. It is styled a labor commission and was established by a law of March 4, 1897,^(a) since amended by act of February 28, 1899.^(b) It may be said of the Indiana statute in general that it is more detailed in its provisions than similar laws in other States. The commission consists of two members appointed for terms of four^(c) years by the governor, with confirmation by the senate. One must have been for at least ten years an employer, the other for an equal period an employee; both must be not less than forty years old, and they must not be members of the same political party. The commissioners receive annual salaries under the present law, a change from per diem compensation for time of actual service having been made in 1899.

Provision is made for conciliation, arbitration, and authoritative investigation by the commission. For the first the commission acts alone, and is directed whenever any "strike, lockout, boycott, or other labor complication"^(d) comes to its knowledge, to proceed at once to the place and offer its services as mediator. If no settlement is thus reached, they shall seek to induce the parties to submit to arbitration. It is also expressly provided that "any employer and his

^a Laws of 1897, chap. 88.

^b Laws of 1899, chap. 228.

^c Formerly two years under the law of 1897.

^d In the 1897 law this direction applied only to disputes affecting 50 or more employees, but this limitation was dropped in 1899.

employees, between whom differences exist which have not resulted in any open rupture or strike, may of their own motion apply to the labor commission for arbitration."^a)

For arbitration under the law there must be an agreement signed by both parties, or their duly authorized representatives, and this agreement has the effect of an agreement to abide by the award. The arbitrating body is composed of the two labor commissioners and the judge of the circuit court of the county in which the dispute is, to whom may be added, at the desire of the parties, two others—one appointed by each party. All the arbitrators must take an oath to act impartially and render a just award. The circuit judge is the presiding member of the board and as such may "issue subpoenas for witnesses who do not appear voluntarily, directed to the sheriff of the county, whose duty it shall be to serve the same without delay." The arbitration proceeding is to be informal in character, and a majority vote of the board is sufficient for a decision, which shall be served upon each party and filed, together with the agreement for arbitration, with the clerk of the circuit court of the county. When so filed the award may be enforced precisely as has been described for Illinois,^b) i. e., upon application from any party to the arbitration the court may grant a rule against any person charged with infringement of the award to show cause for such disobedience, and upon return thereto may make such order as shall give effect to the award and may punish disobedience to such order as for contempt of court, which punishment may in Indiana, though not in Illinois, extend to imprisonment in case of "willful and contumacious disobedience." This provision for enforcement, it should be noted, does not make arbitration under the Indiana law compulsory in character, since submission to it in the first instance is always voluntary for both parties.

Whenever the parties to a dispute fail to come to an amicable agreement or to submit their differences to arbitration, within five days after the first communication of the labor commission with them, it becomes the commission's duty to investigate immediately the facts of the case. In such investigation the commission, if it so desires, shall receive the assistance of the State's attorney-general, either in person or by deputy. The powers of the commission to secure evidence are larger for public investigations than for arbitration proceedings. In case of disobedience to its subpoena or refusal of a witness to testify in an investigation the circuit court of the county, on application from the commission, may grant a rule against the offending witness to show cause for his disobedience or be judged in contempt, and the

^a In 1897 this provision was limited to employers with not less than 25 employees, but the act of 1899 dropped this restriction.

^b *Cf.* *supra*, p. 601.

court may exercise the same power in such a case as in the case of its own subpoena or testimony before itself.^(a) The law permits any employer called upon for evidence in an investigation to submit in writing facts whose publication might be injurious to his business, and such must be held by the commission as confidential. Upon the completion of an investigation the commission must immediately present a condensed report of "the facts disclosed thereby affecting the merits of the controversy" to the governor of the State, who shall at once authorize its publication unless he sees good reason to the contrary.

Idaho has passed two entirely different laws for State intervention in labor disputes, but neither was original with her. Her first statute was the act of March 20, 1897,^(b) which simply copied verbatim the Massachusetts statute then in force without that portion providing for expert assistants in arbitration cases. In 1901 another system was substituted for that of Massachusetts, and this time Indiana furnished the model to be copied. The Idaho act^(c) is almost in toto the same, word for word, as the Indiana law of 1897. Of the few variations from the original but two demand mention, viz: First, while the first Indiana law contained directions for conciliation proceedings only for disputes involving 50 or more employees, the Idaho law provides in addition that the commission may, if it thinks fit, intervene in smaller disputes also; and, second, there is no provision in Idaho requiring the governor, except for good reason to the contrary, to make public the results of authoritative investigations by the commission.

A statute which contained provision for the termination of railroad strikes, but which can scarcely be called legislation for industrial arbitration or conciliation in the usual sense, was that which created the Kansas Court of Visitation, and which, for the sake of completeness in the present review, may here be mentioned. This law was passed in 1898 (chapter 28 of the laws of that year) and created a court of record, called the "court of visitation," composed of a chief judge and two associate judges. The function of this court was the regulation of railroad rates and operation in the interests of the general public. In order to protect the latter against interruption of traffic by strikes, section 48 of the law provided in substance as follows:

In case of a strike of railroad employees which was obstructing commerce or threatening the public tranquillity, upon affidavit thereof the court was to cite the railroad company to appear and set forth

^a Cf. similar provisions in Colorado, Illinois, Missouri, and Utah, *supra*, p. 595.

^b The 1897 act became law without the approval of the governor. It was repassed and approved by the executive February 18, 1899.

^c Approved March 12, 1901.

the strike's "extent, the cause or causes thereof, what conduct, if any, of such corporation or its officers led to such strike, and the precise point or points of dispute between said corporation and its striking employees." After hearing the matter upon evidence if the court found the company "free from fault in the premises and the strike unreasonable, the court shall so find, and the said proceedings shall be dismissed; and thereupon, and upon public notice as ordered by the court given of such decision, it shall be unlawful for said strikers, or any of them, to interfere in any manner whatever, by word or deed, with any other employees said corporation may employ and set to work. But if the court shall find that the said corporation has failed in its duty toward its employees, or any of them, or has been unreasonable, tyrannical, oppressive, or unjust, and the strike resulted therefrom, the court shall so find specifically, and shall enter a decree commanding such corporation to proceed forthwith to perform its usual functions for the public convenience, and to the usual extent and with the usual facilities, as before said strike occurred; and if said decree shall not be implicitly obeyed, in full and in good faith, the court may take charge of said corporation's property and operate the same through a receiver or receivers appointed by said court until the court shall be satisfied that said corporation is prepared to fully resume its functions; all costs to be paid by said corporation."

This peculiar provision for the termination of railroad strikes was never put in use. In 1900 the entire statute was declared unconstitutional by the supreme court of Kansas on the ground that "in the powers conferred on that tribunal, legislative, judicial, and administrative functions are commingled and interwoven in a manner violative of the constitutional requirement that the three great departments of government be kept separate and the powers and duties of each exercised independently of the others." (*The State v. Johnson*, 61 Kansas Reports, p. 803.)

RESULTS UNDER STATE LAWS.

LOCAL ARBITRATION WITH NO PERMANENT AGENCY.

The laws in this group have all turned out to be practically dead letters. The Maryland law of 1878, according to the chief of the Maryland bureau of industrial statistics, in 1900 had "never been availed of." The New Jersey acts of 1880 and 1886 were never put to practical use^a, and were repealed in 1892. In 1900 the chief

^a Cf. Second Report Wisconsin Bureau of Labor and Industrial Statistics, 1885-86, p. 392, and First Report Colorado Bureau of Labor Statistics, 1887-88, p. 174.

of the Pennsylvania bureau of industrial statistics had "no knowledge of any effort to make use of the act of 1893" in that State. The nearest and, so far as appears, the only approach to practical application of the Pennsylvania law is reported by a former president of the Amalgamated Association of Iron and Steel Workers, who stated before the United States Industrial Commission that his organization had on one occasion desired to invoke the law, but the employers had refused to join in that course.^(a) In Texas, five years after the law of 1895 was passed, neither the commissioner of agriculture nor the State's attorney-general had any knowledge that the statute had ever been used.

Of the 10 States^(b) with laws for State boards which provide also for local arbitration, in none of the reports of such boards is any trace to be found that the latter provision was ever made use of except in Massachusetts and Ohio. In the former State in 1887 two decisions by local arbitration boards were filed with the State board, as required by law, and one was filed in 1904, the dispute having been settled by the award in each case.^(c) Beyond these three cases, however, such provision has been a dead letter in Massachusetts. In Ohio the only indication of practical use made of the provision for local boards is to be found in the report of the State board for 1902^(d), in which that board complains that it had happened that local boards organized on its advice had not been able to secure any pay from city or county authorities under the provision for payment of members of local boards formed under the authority of the law, and the State board recommended that the law should be amended so that members of local boards would be assured of payment by county authorities upon proper certification by the State board. It is not entirely clear, however, that the local boards referred to in this Ohio report were boards formed specifically under the provision of law therefor, and there is no reference elsewhere in the reports of the Ohio State board to any local boards having been formed under the law, nor is there any mention of any decision of a local board having been filed with the State board, as required by the law.

DISTRICT OR COUNTY BOARDS ESTABLISHED BY PRIVATE PARTIES.

Much the same verdict of failure as above must be pronounced upon the second group of laws. In Pennsylvania alone was anything accomplished under this system. Under the Wallace Act of

^a Report of United States Industrial Commission, Vol. XII, Testimony, p. 87.

^b Cf. *supra*, p. 584.

^c Cf. Second Report of Massachusetts Board of Arbitration, 1887, pp. 74, 75, and Nineteenth Report, 1904, p. 166.

^d Page 6

1883 a tribunal for the coal trade in the fifth judicial district was licensed on May 19, 1883, composed of 5 representatives of the miners, 5 representatives of the operators, and an umpire chosen by unanimous vote of the 10 members. This tribunal was established during a strike and at once set about settling the dispute. Work was resumed immediately, on the understanding that the price for mining to be fixed by the tribunal should date from the resumption of work. In order to secure a decision it was found necessary to refer to the umpire, who fixed a price to be in force until October 1, 1883. This award was "apparently a disappointment to both sides," but was nevertheless accepted by both. In September the tribunal undertook to set the price for the next six months and again the umpire was called upon. His decision, as in the first instance, was a compromise between the demands of the two parties, though involving some advance for the miners. It "did not appear to be satisfactory to all, but was accepted." In March, 1884, the rate for the half year to October 1, 1884, was to be set, and the tribunal, without the aid of the umpire this time, decided upon a rate which was a reduction from the two previous rates which it had fixed. "To many miners this action was unsatisfactory, although the price was generally accepted." Under the law a new tribunal was to be established every year, but although the first ceased to exist in May, 1884, a new one was not licensed until October of that year. To this the operators returned four of their former representatives, but the miners, apparently as a result of the third award of the first tribunal, chose new men for all five places. This second tribunal decided that the price last fixed by the first tribunal should continue in force indefinitely, but that they would meet for the purpose of considering changes in the price whenever three of nine members so desired.^(a) In January, 1885, the services of the tribunal were invoked for the fourth time, this time to decide upon a permanent sliding scale of wages for coal mining. The question was finally referred to the umpire, who made his award on February 11, 1885.^(b) In this award it is remarked that the tribunal had secured industrial peace for the trade in that district since its establishment. Similar evidence of the success of this tribunal up to 1885 is to be found in a statement by one of the miners' representatives on the tribunal, made in December, 1884, that the tribunal had "done more good during the last twenty months for

^a The above facts concerning the coal-trade tribunal to 1884 are given in a letter by a member of the tribunal (an employer), written in 1884, and published by the New South Wales commission on strikes (Report, 1891, Conciliation Appendix D (4), p. 60), whence it was quoted by the British royal commission on labor (Foreign Reports, Vol. I, p. 44).

^b A copy of this award is to be found in the Third Report of the New York State Bureau of Labor Statistics, 1885, p. 422.

the railroad miners and operators than it gets credit for doing. There have been no strikes where there used to be every summer, lasting from two to five months. There have been no 'exiles' made by being 'victimized' for taking active part in strikes to keep wages up. The trade, though dull this year, has suffered none through uncertainty, and contracts have been kept that properly belong to the district."^(a) One valuable piece of testimony concerning a detail of the system is given by the employing member of the tribunal already quoted concerning its work up to 1885, who said:

Having been connected with all efforts here to settle differences between employers and employees in the coal trade by arbitration, I would call your attention to one very valuable provision of the Wallace Act, one which I regard as essential to success, viz, the provision that the umpire shall be chosen before any other steps are taken except the choosing of the members of the tribunal proper. In all previous attempts at arbitration in the coal trade the plan has been to choose the representatives of the two sides, who, if they could not agree regarding the point at issue, were to choose the umpire to decide. The result has been in every case that the arbitrators failed to agree, and such a spirit of distrust was engendered that they would not agree upon an umpire; hence failure.

This two years' successful work by the coal-trade tribunal for the fifth, or Pittsburg, district appears to constitute the history of the Wallace Act so far as practical results are concerned. No evidence has been found that anything further was ever done by that tribunal, or that any other tribunal under the law was ever established.

A year after the Ryan Act of 1885 in Ohio was passed, the bureau of labor statistics of that State reported that "no effort was made to put its provisions into practical use, largely for the reason that compulsory arbitration is generally regarded as impracticable."^(b) No use was ever made of it subsequently, and the act was repealed in 1893 upon the creation of a State board of arbitration. The acts of Iowa and Kansas (1886) present the same record of total failure, neither having been put into practice.^(c) The Kansas commissioner of labor in 1900 expressed the opinion that the complicated machinery of the law nullified it.

INTERVENTION BY STATE LABOR COMMISSIONERS.

Of the five States in this group, North Dakota may be dismissed with a word, since the provision of law authorizing intervention by the commissioner was in force there but a year (1890-91) and during

^a Statement made in letter published by the New South Wales commission on strikes, loc. cit., p. 61, and quoted by British royal commission on labor, loc. cit.

^b Ninth Report of the Ohio Bureau of Labor Statistics, 1886, p. 241.

^c According to the commissioner of labor in each of these States in 1900.

made after the suspension of work in all but 1. In 4 of the strikes or lockouts the commissioner's intervention resulted in a settlement, while in 6 (including the case of intervention before stoppage of work) his efforts were unsuccessful.

One of the strikes was terminated by arbitration under the law at the instance of the commissioner, each side naming one member and these two the third for an arbitration board of three persons. In all the other cases the intervention was in the nature of conciliation. One case is reported in which the commissioner endeavored to persuade the employers to agree to the arbitration proposed by the work people, and on the employers refusing he demanded and received for publication a sworn statement of their reasons for the refusal, as directed by the law.

Summing up the two years' record under the Washington provision, there were 12 cases of intervention by the commissioner, resulting in 6 settlements (2 disputes without strike or lockout) and 6 failures.

The Maryland law of 1904 for intervention by the commissioner of labor is as yet too recent to afford evidence as to its results in practice, the annual report of the bureau of industrial statistics for the year 1904 stating that up to the time the report was presented (February 28, 1905) the arbitration law "had not been tested."

STATE BOARDS OF CONCILIATION AND ARBITRATION.^(a)

Judged by results in practice, the 17 State boards provided for by the laws in this group may be divided into two classes, the one including those which have been active relatively little or not at all; the

^a Information as to the work of the State boards, so far as such have been active, is to be found in their official reports. At the same time it must be said that these reports are almost without exception in such form as to necessitate very laborious analysis and compilation in order to arrive at any general results concerning the work of boards. The plan universally followed in the reports has been to present an account of each controversy by itself in simple narrative form, and, save in one Indiana report (1897-98), two Massachusetts reports (1901 and 1902), one Ohio report (1898), and the New York reports after 1900, no attempt has been made to summarize results or tabulate the essential facts common to the individual cases. Further, in the accounts as given there is frequently lack of precise statement as to the details of action taken and results, so that much is left to inference and interpretation in any attempt to analyze cases for statistical purposes. The figures with reference to the work of the State boards in the following pages, therefore, can be taken as only approximate. Even if but roughly approximate, however, they are believed to be of value as the only means whereby a comprehensive general view of the work of boards may be presented. It should be added that for the sake of a uniform interpretation throughout the author has used everywhere only his own analysis of the individual cases as described in the reports, except for the New York board since 1900.

other those with records of some considerable activity ever since their establishment. The former class includes the following 9 States: California, Colorado, Connecticut, Idaho, Louisiana, Michigan, Minnesota, Montana, and Utah.

CALIFORNIA.

A board was appointed under the California law of 1891, three months after the act was passed, but continued in existence for only a year and never had a successor.^(a) The Tenth Biennial Report of the California Bureau of Labor Statistics,^(b) referring to the short-lived board of 1901, states that "there is no record of any work ever having been done by the board, or any report having been published by it as to its work."

COLORADO.

A board of arbitration has been maintained in Colorado ever since the passage of the law of 1897. Just how much has been accomplished by this board can not be stated from the information available,^(c) but results have certainly been meager.

The United States Industrial Commission in 1900 referred^(d) only to the second annual report of the board for the year ended November 11, 1898, and notes the board's statement that practically no labor difficulties had arisen in Colorado during that year, except in the coal fields in the northern part of the State, and in a more or less general strike in that industry in January, 1898, the board actively intervened, this being the one case mentioned by the commission in its reference to the board's work, and apparently the only important action of the board that year. In this case the miners' union requested the State board to investigate the controversy, and the employers having at about the same time expressed a willingness to submit to arbitration the parties entered into a formal agreement for arbitration by the State board, pending which the miners resumed work. The board completed its investigation on February 11, and rendered a decision granting practically all the miners' demands for an increase of wages. The board's report, as quoted by the industrial commission would indicate that the dispute was thus settled by the board's arbitration. Later information, however, shows that the board's decision was subsequently repudiated by the employers. This is, in fact, the statement of a legislative committee appointed in 1901 to investigate another serious strike in the same region and industry in 1900, which reported^(e) that when the board's

^a Statement of the California commissioner of labor in 1905.

^b Page 134.

^c Repeated requests for the board's reports, addressed to the secretary, have met with no response.

^d Report of United States Industrial Commission, Vol. XVII, p. 427.

^e Cf. Report of Colorado Bureau of Labor Statistics for 1901-2, p. 138.

decision in 1898 was found to be entirely in favor of the work people the employers refused to abide by it, and though the miners were forced by an importation of foreign labor to accept the terms offered by the employers, this action laid the foundation for the dissatisfaction which later culminated in the strike of 1900.

The Biennial Report of the Colorado Bureau of Labor Statistics for 1899-1900 throws considerable light on the work of the board of arbitration in those years. The report^(a) in reviewing the industrial disputes of these years gives account of 67 strikes, in but 2 of which is any action by the arbitration board noted. In both cases the board intervened upon request of the striking workmen. In one the board settled the controversy by arbitration; in the other, the great smelter strike of 1899, the board held an investigation of the controversy and published a decision on the points at issue. The workingmen, who had announced a similar intention before the investigation, reaffirmed their willingness to abide by the board's findings, but the employers, in accordance also with previously expressed intention, declined to accept them, and no settlement was effected. One other dispute, not involving stoppage of work, is reported, in which, by joint agreement of the parties, the board settled the difference by arbitration. This record led the commissioner of labor to express the opinion that in practical application the Colorado law providing for the board of arbitration "has been almost a dead letter so far," and that "as for the moral effect, it would be difficult to show in what way it has been good."

The Sixth Annual Report of the State Board of Arbitration of Colorado,^(b) for the year ended November 15, 1902, reports that but four disputes came before the board in that year. The report states that the work of the board was seriously hampered during the year by an opinion of the attorney-general, given in October, 1901, that the board had "no power to enforce obedience to its subpoenas or to punish a refusal to testify, and, furthermore, had no power to enforce its decisions." The board therefore recommended that the law be amended so as to remedy these defects in its powers, and this, as previously noted^(c) in the analysis of State laws, was done in 1903.

Still later evidence as to the work of the Colorado board is found in the Ninth Biennial Report of the Colorado Bureau of Labor Statistics for the two years ended November 15, 1904. In that report^(d) the commissioner of labor cited the great conflict of 1903 in the Cripple Creek mining district (recounted at length in a chapter on strikes and lockouts) as ample evidence of need of better provision

^a Page 170 et seq.

^b Cf. notice thereof in Bulletin of the United States Bureau of Labor No. 50, January, 1904, p. 158.

^c Cf. *supra*, p. 595.

^d Pages 8 and 297.

for intervention in disputes by the bureau of labor statistics, and recommended that the law creating the State board of arbitration should be so amended as to provide that the deputy commissioner of labor should be secretary of the board and that the employees of the office of the deputy commissioner should be members of the arbitration board, and, to quote the recommendation, "thus secure the services paid for and at the present time very seldom availed of."

CONNECTICUT.

In accordance with the act of 1895, the Connecticut board of arbitration was organized on September 18 of that year. The first and only annual report of this board, a brief document of two pages, presented September 30, 1895, and appended to the Eleventh Report of the Bureau of Labor Statistics, recounts one case of action as the record for the first two weeks' work of the board. In this instance the board intervened in a strike at the request of the employees and brought about an amicable agreement of the parties. The Report of the Bureau of Labor Statistics for the next year (1896) announced that the board of arbitration presented no report because it had acted in but one case during the year, and then unsuccessfully.^(a) For the year following likewise the bureau announced no report from the board, and this time because there was no action of any kind to be reported; and in no subsequent year was anything ever done by this first board, although it appears to have been nominally in existence as late as 1900.^(b)

The chief explanation of the inactivity of the first Connecticut board is to be found in its decision to take no action except as one or other of the parties to a dispute requested it. Section 4 of the law made it the board's duty to intervene for the purpose of mediation "whenever a strike or lockout shall occur, or is seriously threatened, in any part of the State and shall come to knowledge of the board." In their first report the board stated that the word "knowledge," above, was interpreted as meaning "a notification from one or both of the parties concerned in a strike or lockout." Why this interpretation was adopted it is difficult to understand, unless it was suggested by the fact that in preceding sections a notice from the parties was required for cases of arbitration. In this connection it is proper to note the statement of the secretary of the board to the United States Industrial Commission to the effect that the courts had so interpreted the law as to deprive the board of all important powers.^(b)

^a Twelfth Report of the Bureau of Labor Statistics, 1896, p. 14.

^b Report of United States Industrial Commission, Vol. XVII, p. 427.

In 1903 the Connecticut board of mediation and arbitration was revived by the appointment of a new board in May of that year. This board has made two annual reports, one covering the six months June to November, 1903, the other the year ended November 30, 1904. The 1903 report gives account of 7 strikes in which intervention by the board, or one of its members, occurred. Mention is made also of 8 other cases in which correspondence occurred with a view to intervention, only to find that the disputes were trivial or in a way to be settled by the parties. The 1904 report recounts only 6 cases of active intervention, five times in strikes and once in a difference in which no stoppage of work occurred.

Of the 13 cases for the year and a half covered by the two reports, in 2 the work people asked for the board's intervention; in 1 both parties applied, but in the other the board took the initiative. In 4 of the 13 cases (2 in each year) the board's intervention led directly to a settlement of the disputes, or (in 1 case) was "materially influential" in bringing about a settlement. These 4 settlements include the 1 case of intervention before strike or lockout; 3 were effected by conciliation, while in 1 the parties submitted to arbitration by the board. In this last case the arbitration decision was finally accepted, although it was necessary for the board, after its decision was given, to settle by conciliation a difference which arose almost immediately over the interpretation of one clause of the award.

IDAHO.

Although the law providing for a board in Idaho was passed in 1897 no board was ever appointed under that act, or the one identical with it passed in 1899. Under the more recent law of 1901, however, a commission as thereby provided was appointed,^a but as late as August, 1903, no report had been made by it, and at that time the governor of Idaho stated that the board was rather perfunctory than otherwise.

LOUISIANA.

In Louisiana a board was appointed under the act of 1894, but after a short period in which apparently the board was active to some extent, it lapsed into inactivity. This is to be inferred from a statement by the former president of the board made in 1900 that he had resigned his office "several years ago," and that the board had "had no meeting for several years," and that "the last meeting was in reference to a threatened strike of the street railroad employees of New Orleans, which was adjusted satisfactorily to both employers

^a Statement of commissioner of the bureau of immigration, statistics, and labor in 1901.

and employees." So far as can be ascertained there has never been any revival of the Louisiana board.

MICHIGAN.

Although the Michigan law was passed in 1889 no court under it was appointed until May, 1897, but ever since that time such a court has been maintained. A complete account of such action as the court may have taken in the years prior to 1901 is not possible, however, as no reports were published by the court down to that year. The evidence available indicates, however, but meager results accomplished in that period. In December of 1897, a half year after its appointment, all the court had to say of its work was that "while its opportunities have been limited, it has gradually succeeded in impressing upon employers and employees alike that it is thoroughly impartial and anxious to do justice, heal dissatisfaction, and help to bring about a better understanding between the men who pay wages and those who receive them."^a In the reports of the Michigan bureau of labor and industrial statistics (^b) are to be found accounts of 57 strikes which occurred in the State during 1899, and of 33 others in 1900. But of these 90 disputes in but 2, both in 1899, is any mention made of action by the court of arbitration. In one case the court settled the controversy; in the other the dispute was still before the board at the time the report was made.

For the years 1901 to 1904 the record of the Michigan court of mediation and arbitration may be seen in its first annual report covering the year ended June 1, 1902, and its first biennial report for the calendar years 1903 and 1904.^c For the year ended June 1, 1902, the court reported that 13 strikes had come to its notice. Except for one of these, which was settled by the court, as noted below, there is, however, no information in the report as to the action taken by the court in connection with them, except a statement in one that the court offered its services, but they were refused, and a general statement that "in several instances the efforts of the court were ineffectual, as the disputants could not be induced to confer with each other. In other cases the parties settled their grievances among themselves, a method of solution highly commendable." Apparently, therefore, one settlement out of the 13 cases was the record for the year. The case settled was characterized by the court as the most important dispute of the year, being a strike of bituminous coal miners. The court succeeded in bringing about a conference

^a See letter of the court published in the Fifteenth Annual Report of the Michigan Bureau of Labor and Industrial Statistics, p. 273.

^b Seventeenth report, 1900, p. 251; Eighteenth report, 1901, p. 241.

^c The first biennial report is published as Chap. XI of the Twenty-second Annual Report of the Michigan Bureau of Labor and Industrial Statistics.

of the parties, at which an agreement was reached which terminated the dispute.

The report for 1903 and 1904 describes 15 disputes (13 strikes) in the former year and 8 (6 strikes) in the latter. In the case of 5 out of the 23 cases, however, no action by the court is mentioned. In 3 others the only action indicated is informal investigation of the situation, and in 5 more cases it is stated only that the court offered its services, but they were declined by one or other of the parties, once by the workers and four times by the employers. In the other cases (7 in 1903, 3 in 1904) definite conciliation or arbitration action is stated. In 4 cases only was such action successful, all of these being in 1903. In 2 instances the court effected a settlement by conciliation and in 2 by arbitration. In one of the latter the parties to the dispute applied jointly to the board, having agreed to the arbitration and the men having resumed work pending the decision. In the other arbitration case the parties had agreed on local arbitration, and the two arbitrators chose a member of the State court as third member and chairman. In this last case no stoppage of work had occurred.

MINNESOTA.

Under the act of 1895 Minnesota had a board appointed in May of that year. This board's term of office expired in 1897, and no successor to it was appointed until 1901. The only dispute which ever came before the first board was one between the printers and publishers of daily newspapers in St. Paul and Minneapolis. A joint request for arbitration was accepted by the board and a decision rendered, but, according to the recollection of the former president of the board, the award was unsatisfactory to both parties and is said to have been disregarded in part by the employers.^(a)

Very little different has been the record of the board which has been maintained since 1901. Its secretary stated in August, 1903, that up to that time the board had accomplished nothing, although it had offered its services in several instances, and the secretary of state of Minnesota reported in 1905 that the board had never made a report to the State, and that, according to his information, the board did very little work.

MONTANA.

In Montana under the laws of 1887 and 1895 a board of arbitration was in existence up to the later nineties. The commissioner of the Montana bureau of agriculture, labor, and industry in 1895 reported that "so far as known the Montana board from 1887 to 1895 was never

^a Statement of former member of first board and statement of the secretary of a later board, in Report of United States Industrial Commission, Vol. XVII, 447.

called on but once, and then the parties declined to arbitrate. The law was to all intents and purposes a dead letter, because it could only intervene when called upon by the employer or a majority of his employees, and then only after tedious delays and circumlocution."^(a) At the commissioner's suggestion, therefore, the revised law of 1895 was enacted, whereunder the board could intervene of its own motion for purposes of mediation, the older law having provided only for arbitration on request of one party.^(b) The change, however, had no effect in practical results, for in 1900 the commissioner of the bureau stated that the law was "a dead letter * * * and no case ever came before the board." Further, at the latter date the board was incomplete, existing vacancies not having been filled by the governor. The commissioner of agriculture, labor, and industry in 1905 states that the 1895 law has always been inoperative because no appropriation for the board has ever been made by the State.

UTAH.

Under the act of 1896 a board was organized in 1897. The president of the board, writing to the United States Industrial Commission in July, 1901, stated that as to its work there was "nothing of any consequence to report," that the only important dispute which had occurred during the life of the board was a coal-miners' strike in 1901, in which the miners applied to the board for arbitration, but that as they refused to resume work pending a decision, as required by the law, unless the employers would first agree to join in the application, and not to discriminate against individual strikers, which the company declined to do, the procedure before the board could not be carried out. The president added that conciliation in differences before a rupture had occurred had been the chief function of the board, and asserted that "in this direction it had been gratifyingly successful."^(c) The secretary of state of Utah reported, in August, 1903, that the arbitration board had never been called upon to act and had never made any report. So far as ascertained there has been no more action by the Utah board since 1903 than before.

The remaining eight State boards not only have been more active than the nine above considered, but also, fortunately, have all published regular reports, as required by their laws, whence something like comprehensive accounts of their work may be gleaned. The eight are here considered in order according to the length of time they have been in existence, beginning with the oldest, and are as follows: New York, Massachusetts, New Jersey, Ohio, Wisconsin, Illinois, Indiana, and Missouri.

^a Third Annual Report of the Montana Bureau of Agriculture, Labor, and Industry, 1895, p. 17.

^b Cf. *supra*, p. 598.

^c Report of United States Industrial Commission, Vol. XVII, p. 462.

NEW YORK.

The first State board of arbitration in the United States was appointed in New York June 2, 1886. The law of 1886, under which this board was created, as already noted,^(a) contemplated action in the first instance by local boards appointed by the parties to each dispute and made the State board simply a court of appeal to which arbitration cases might be carried from such local boards. The State board's experience during the six months of 1886 is chiefly noteworthy as demonstrating the error of so limiting its jurisdiction. No local board was ever appointed under the law, neither in these first six months nor at any subsequent time, wherefore the board's history would have forever remained a blank if it had confined itself to the action contemplated by the law. As a matter of fact, it did not so limit itself, the pressure of public opinion having led it at the very outset to intervene in disputes upon its own motion. At the time the board was appointed a serious strike, involving some 10,000 work people, was in existence in the city of Troy, 6 miles from the capital, and the public press and private citizens, with little heed to the reading of the law, at once called upon the board to intervene. Upon request the State's attorney-general expressed the opinion that such action by the board on its own initiative could not find even "a semblance of authority" in the law. In spite of this, however, the board, taking its sanction from the generally expressed desire, proceeded to Troy and offered its services as mediator, the outcome being a joint conference of the parties and the settlement of the strike. Similarly, the board took action in six other cases before the end of 1886 and in all but two of these acted upon its own motion.

The necessity of a change in the law having been thus demonstrated, upon recommendation of the board the legislature of 1887, by act of March 10 of that year, amended the law so as to give the board jurisdiction without reference to local boards, not only for arbitration but for mediation and authoritative investigation also, and made it its duty to intervene as mediator upon knowledge of threatened or existing strike or lockout, and so the law has remained ever since.

The fact has already been noted in connection with the analysis of State laws ^(b) that with the year 1901 the New York board of mediation and arbitration became a subordinate division of the department of labor then created and underwent a radical change in organization. Partly on this account, but more especially because the authoritative summaries of its work given in the board's reports since 1900 include only cases of aggressive intervention, while completeness in the analyses and tabulations which have had to be made

^a Cf. *supra*, p. 584.

^b Cf. *supra*, p. 593.

for earlier years has required the inclusion of some other cases (cases of preliminary action, as noted below, so that some of the resultant figures, in particular those in the first three of the following tables, are not fairly comparable with those of the board's later summaries, it has seemed best to consider separately the board's work for the period prior to 1901, during which it existed as an independent State office, and its work since 1900, when it has been one of three bureaus in the State department of labor.

The table below shows, by years, the total number of disputes in which action with a view to intervention was taken by the New York board, as shown by its annual reports down to 1901:

DISPUTES ACTED UPON BY THE NEW YORK BOARD OF MEDIATION AND ARBITRATION, 1886 TO 1900.

Year.	Disputes acted upon.	Year.	Disputes acted upon.
1886 (a).....	7	1895.....	30
1887 (b).....	14	1896.....	22
1888.....	20	1897.....	47
1889.....	29	1898.....	30
1890.....	33	1899 (c).....	46
1891.....	27	1900.....	46
1892.....	18		
1893.....	18	Total.....	409
1894.....	25		

* Seven months, June to December.

^b Ten months, the official year closing October 31, from 1887 to 1898.

^c Fourteen months, November, 1898, to December, 1899, official year being changed to correspond with calendar year in 1899 and 1900.

In the thirteen years, 1888 to 1900, an average of 30 cases a year is reported. The figures indicate larger activity in later as compared with earlier years, averaging 35 in the last seven years, as against 21 in the first six, while the numbers in each of the last four years except one are considerably larger than in any previous year. In the next table may be seen whence the initiative for the board's action came.

INITIATIVE IN CASES ACTED UPON BY THE NEW YORK BOARD OF MEDIATION AND ARBITRATION, 1886 TO 1900.

Year.	Number of cases in which the board acted—					Grand total.
	Of its own motion.	Upon request—			Total.	
		From employers.	From work people.	From both parties.		
1886.....	5	1	1	2	7	
1887.....	7	4	3	7	14	
1888.....	16	2	2	4	20	
1889.....	21	2	2	5	26	
1890.....	26	1	5	7	33	
1891.....	24	1	2	3	27	
1892.....	14	1	3	4	18	
1893.....	17	1	1	1	18	
1894.....	22	1	2	3	25	
1895.....	25	2	1	5	30	
1896.....	21	1	1	1	22	
1897.....	43	3	1	4	47	
1898.....	29	1	1	1	30	
1899.....	40	1	5	6	46	
1900.....	41	1	4	5	46	
Total.....	351	16	34	8	409	

As was found for the first year, so thereafter, the board's intervention was almost entirely upon its own initiative, action having been taken by request of the parties in only one in seven cases for the entire period, and the proportion shows no upward tendency during the fifteen years. So far as the board was called in by parties in dispute, requests came more frequently from work people than from employers, and the cases where the parties applied to the board by mutual agreement are rare.

Nearly always intervention by the board has not occurred until disputes have reached the acute stage of strike or lockout, as appears from the following figures:

STRIKES AND LOCKOUTS ACTED UPON BY THE NEW YORK BOARD OF MEDIATION AND ARBITRATION, BEFORE AND AFTER SUSPENSION OF WORK, 1886 TO 1900.

Year.	Cases of intervention.			Total in- terven- tions in strikes and lock- outs.	Total strikes and lock- outs in State (calen- dar year). (a)	Interven- tions per 100 strikes and lock- outs.
	Before suspension of work.		After strike or lockout.			
	Total.	Fol- lowed by strike or lockout.				
1886.....	1		6	6	350	1.7
1887.....	1	1	13	14	520	2.7
1888.....	2	1	18	19	283	6.7
1889.....	5	3	21	24	437	5.5
1890.....			33	33	822	4.0
1891.....			27	27	769	3.5
1892.....			18	18	465	3.9
1893.....	2	2	16	18	387	4.7
1894.....	2		23	23	424	5.4
1895.....	3	1	27	28	392	7.1
1896.....	2	1	20	21	216	9.7
1897.....	4		43	43	248	17.3
1898.....	1		29	29	280	10.4
1899.....	6	2	40	42	299	14.0
1900.....	3	2	43	45	327	13.3
Total.....	32	13	377	390	6,189	6.3

Intervention before suspension of work occurred in but 32 out of the 409 cases, and the strike or lockout stage had practically been reached in 13 of that number, as shown by stoppage of work very soon after the board's intervention. The difficulty of securing prompt information of disputes, as a means to its early intervention, has been the subject of frequent complaints by the New York board. Since,

^a See Sixteenth Annual Report of United States Commissioner of Labor, pp. 92, 626. Since 1888 the New York board has presented in its reports brief accounts of all disputes in the State of which it could learn, whether intervention occurred or not. The total of strikes and lockouts in the State, given in the reports for 1894 to 1900, varies considerably from the figures given by the United States Commissioner of Labor. The board's figures for total strikes and lockouts would show the following:

Year.	Total strikes and lockouts.	Interventions per 100 strikes and lockouts.	Year.	Total strikes and lockouts.	Interventions per 100 strikes and lockouts.
1894.....	425	5.4	1898.....	271	10.7
1895.....	417	6.7	1899.....	455	9.2
1896.....	246	8.5	1900.....	547	8.2
1897.....	245	17.6			

as already noted, the parties to disputes have shown very little inclination to call upon the board, the latter has had to depend for its knowledge of the existence of disputes upon newspaper reports, which ordinarily chronicle them only when open hostilities occur and frequently, even in such cases, so tardily that the board has failed to hear of strikes until several days after they had occurred. This difficulty has led the board to urge the incorporation in the New York law of a provision, found in several other States,^(a) requiring local public authorities to notify the board of existing or threatened strikes and lockouts. Thus far, however, the legislature has not acted upon this recommendation.

In the table above comparison is made of the total number of interventions by the board in strikes and lockouts with the total number of the latter occurring in the State. The last four years, it will be seen, show higher percentages than any earlier years, but no general upward tendency appears after 1897, when the highest proportion was reached.

The nature of the action taken by the board in the cases above enumerated varied all the way from mere request to the parties for information concerning the controversy to formal arbitration or public investigation. They may, therefore, be divided into two classes: First, those in which no more than action preliminary to actual intervention was taken, and second, those wherein there was positive intervention by the board. The former class includes all instances of mere inquiry for information, simple tender of services without other effort to induce its acceptance, action taken after a dispute was ended, proposed intervention where the controversy was settled before the board reached the locality, etc. Such a division, with a further division of the second class according to the board's success or failure in each case, gives the following results:

DISPUTES ACTED UPON BY THE NEW YORK BOARD OF MEDIATION AND ARBITRATION, BY RESULTS, 1886 TO 1900.

Year.	Total cases acted upon.	Preliminary action only.	Positive intervention resulting in—			Disputes settled without strike or lockout.
			Failure.	Settlement.	Total.	
1886	7			7	7	1
1887	14		10	4	14	
1888	20	3	9	8	17	1
1889	26	10	11	5	16	2
1890	33	16	10	7	17	
1891	27	20	6	1	7	
1892	18	7	7	4	11	
1893	18	8	6	12	10	
1894	25	7	6	12	18	2
1895	30	3	20	7	27	2
1896	22	5	13	4	17	1
1897	47	17	14	16	30	4
1898	30	11	8	11	19	1
1899	46	15	14	17	31	4
1900	46	13	21	12	33	1
Total	409	135	155	119	274	19

^a Cf. *supra*, p. 598.

It should be borne in mind that the cases here classed as showing preliminary action only are as a rule the least important disputes coming to the board's notice, also that while these cases can not add anything to the board's record in actually adjusting differences, no more can many of them be classed as positive failures on the part of the board. In several the board found controversies already so near to a settlement that intervention was not needed, and in a majority of them the dispute was found to be already terminated by the time the board secured information of it or could reach the scene.

Likewise concerning the number of cases settled, it may be said at once that the above figures scarcely represent all that the board has accomplished. A numerical measurement of the moral influence a State board may have exerted, even where its efforts failed utterly, by bringing to the attention of industrial classes and the public the subject of conciliatory methods, and by its very existence as well as active operations suggesting such methods—in short, the educational effect of its activities—is, of course, impossible. At the same time, the chief end of such a board being the settlement of disputes a statement of the number actually settled does properly measure its most important work, and to a considerable degree its educational influence is proportionate to its success in interventions.

In fifteen years the New York board aggressively intervened in 274 disputes, and of these settled 119, or 43.4 per cent. The average number of such interventions and settlements per year was 19 and 8, respectively.^a It will be observed that the absolute numbers in respect of both these items are considerably larger in later as compared with earlier years, the total number for the last five years being 130 cases of intervention and 60 disputes settled, against 144 interventions and 59 settlements for the entire ten years previous to 1896. In 19 cases the board actively intervened in disputes before any strike or lockout had occurred, and in every case adjusted the difference without any suspension of work.

To properly indicate how far the board has met the need for such work as it is designed to perform it is necessary to compare the amount of its aggressive action and the number of times its intervention was successful with the total disputes occurring in the State. Leaving out the 19 cases of intervention in which no suspension of work occurred, the number of aggressive interventions and settlements per 100 strikes and lockouts are found to be as follows:

^a Disregarding 1886-87, which were not full years.

AGGRESSIVE INTERVENTIONS AND SETTLEMENTS BY THE NEW YORK BOARD OF MEDIATION AND ARBITRATION PER 100 STRIKES AND LOCKOUTS, 1886 TO 1900. (a)

Year.	Aggressive interventions per 100 strikes and lockouts.	Settlements per 100 strikes and lockouts.	Year.	Aggressive interventions per 100 strikes and lockouts.	Settlements per 100 strikes and lockouts.
1886	2.0	2.0	1895	7.5	1.9
1887	2.7	.8	1896	7.9	1.9
1888	6.0	2.8	1897	12.1	6.5
1889	3.7	1.1	1898	6.8	3.9
1890	2.1	.9	1899	10.4	5.7
1891	.9	.1	1900	10.1	3.7
1892	2.4	.9			
1893	2.6	1.0	Total	4.4	1.9
1894	4.2	2.8			

It is seen that in the fifteen years the board intervened aggressively in 4.4 per cent of the strikes and lockouts in the State and succeeded in terminating 2 per cent. The proportions are higher for the last four years than for earlier years, but are highest for 1897, in which year the largest number of interventions but two and the lowest number but one of strikes and lockouts occurred. Prior to 1897 the proportion of settlements remained constantly below 3 per cent.

So far as the board has settled disputes it has done so in the great majority of cases by conciliation as distinguished from arbitration, as indicated in the following table:

DISPUTES SETTLED BY THE NEW YORK BOARD OF MEDIATION AND ARBITRATION, BY METHOD OF SETTLEMENT, 1886 TO 1900.

Year.	Number of disputes settled by—			
	Conciliation.	Arbitration.	Public investigation.	Total.
1886	3	4		7
1887	2	2		4
1888	6	2		8
1889	1	4		5
1890	6	1		7
1891	1			1
1892	3	1		4
1893	4			4
1894	10	2		12
1895	5	2		7
1896	4			4
1897	13	3		16
1898	11			11
1899	16		1	17
1900	12			12
Total	97	21	1	119

* If the number of strikes and lockouts reported by the board be taken for comparison instead of the number reported by the United States Commissioner of Labor as above, the results for 1894-1900 are as follows:

Year.	Aggressive interventions per 100 strikes and lockouts.	Settlements per 100 strikes and lockouts.	Year.	Aggressive interventions per 100 strikes and lockouts.	Settlements per 100 strikes and lockouts.
1894	4.2	2.8	1899	6.8	3.7
1895	6.4	1.7	1900	6.0	2.6
1896	6.9	1.6			
1897	12.2	6.5	Total	6.7	3.0
1898	7.0	4.1			

Arbitration was the means used in not quite 1 in 5 of the cases settled, that method appearing oftener in earlier than in later years. In 7 of the 21 instances the arbitration was by a local board arranged with the assistance of the State board, and in case of 4 of these, with a member of the latter as chairman or umpire, so that regular arbitration by the State board occurred but 14 times. In 3 of these 1 member of the board alone was the arbitrator, while the full board acted in 11 cases. In this connection it may be noted that in cases of conciliation 1 member of the board or its secretary frequently acted alone, though the full board was convened, as a rule, for all the more serious disputes.

In 5 of the arbitration cases there was no suspension of work (1 before a local board with member of the State board as chairman, 1 before a single member of the board, and 3 before the full board), in 11 cases strike or lockout had occurred, but work was resumed pending the decision, while in 5 work was not resumed until after the decision was rendered^a) (once before the board as a whole, once before 1 member, and twice before a local board on which a member of the State board sat as chairman or umpire). In every case where arbitration was submitted to by the parties the dispute was settled by the decision, and only one instance appears in which an award was subsequently broken, that occurring in 1887, when an award of the year before was repudiated by the work people.

When conciliation efforts fail, and the parties will not refer to arbitration of any sort, a third course is open to the New York board, viz, a public investigation into the causes and circumstances of the controversy. Thirty-one times altogether such action was commenced, at least, by the board. The greatest number in any one year was 6 in 1899; 4 cases occurred in 1887, the first year that the law provided for public investigation, while in other years from 1 to 3 appear, except in 1893 and 1898, when there were none. Such investigations occurred in later years less frequently than in earlier years and were resorted to in about 1 in 5 of the cases in which the board failed to effect a settlement by conciliation or arbitration, being confined entirely to the largest and most serious disputes.

Of the 31 cases 1 was abandoned at the outset as the result of the withdrawal of one of the parties, and without a settlement of the dispute; in one the hearings were postponed to allow parties to secure counsel, and during the adjournment they came to a settlement independently of the board; in 1 (the only public investigation of a dispute not involving suspension of work) the parties, with the assist-

^a This was not strictly in accord with the letter of the law which prescribes that the parties shall "continue in business or at work without a strike or lockout" pending the decision. (Cf. *supra*, p. 599.)

ance of a member of the board, effected an amicable agreement during the investigation;^(a) while in 28 cases the investigation was fully carried out. As to the results of these 28 full investigations, in 1 the board's decision at the close was promptly adopted by both parties, but in the other 27 the investigation failed to settle the dispute. In 2 of these it is true the strike was declared off shortly after the conclusion of the investigation, but it appears from the report that in neither was this the effect of the board's findings. On the contrary, in both instances the board's recommendation was definitely refused by one of the parties (in one by the employers, in the other by the work people), and the declaring off of the strike appears simply as the final surrender of the strikers. But while the board's public investigations were thus failures so far as putting an end to the strikes or lockouts is concerned, it is asserted by the board that in some cases such investigations were of service in that they "developed conditions not generally known to exist, and public sentiment has been thereby aroused to such a degree as to cause a change for the better of those conditions which led to the controversy."^(b) It must be said, however, that any such service was rendered in most cases late in the course of disputes, the investigations being undertaken only after protracted struggles between employers and employed.

Previous to 1898 the board, as a rule, published no findings or recommendations after an investigation, such not being required by law, and the avowed policy of the board being against their publication.^(c) In two cases before that time special reports were made to the State legislature, and in a third case a report was given out to the public, but no report was made in the other 19 cases. After the change of law in 1897 requiring the report,^(d) however, a finding of fact, with recommendations to the parties, was made and published in each of the investigations, 6 in all, down to 1901.

Below is a summary of the work of the New York board of mediation and arbitration since its incorporation in the department of labor, made up from the summary statements given in the annual reports. It is to be remembered that these figures are fairly comparable only with those of earlier years which have reference to "positive interventions."

^a In this case the board undertook the investigation at the request of the employees without any previous mediatory efforts, as the dispute concerned an alleged infringement of an agreement reached at the conclusion of a strike some time before. In all the other investigations conciliation had been tried and failed, the investigation being a last resort adopted as a rule only after protracted struggle between the parties.

^b Annual Report, 1897, p. 14.

^c Cf. Annual Reports, 1890, p. 381; 1891, p. 830.

^d Cf. *supra*, p. 602.

DISPUTES ACTED UPON BY THE NEW YORK BOARD OF MEDIATION AND ARBITRATION, BY RESULTS, 1901 TO 1904.

Year.	Positive interventions resulting in—			Total strikes and lock-outs recorded.	Intervention per 100 strikes and lock-outs.	Settlements per 100 strikes and lock-outs.
	Settlement.	No settlement.	Total.			
1901 (a).....	6	11	17	126	13.5	4.8
1902.....	12	20	32	142	22.5	8.5
1903.....	8	20	28	202	13.9	4.0
1904.....	3	5	8	129	6.2	2.3
Total.....	29	56	85	599	14.2	4.8

* Nine months January to September, the official year closing September 30.

In connection with the cases classed as resulting in "no settlement," it may be noted that concerning 3 of these in 1902 and 2 in 1903 it is stated that upon intervention the board found matters already on the way to a settlement, so that its services were not required, and that concerning 2 others of these cases in 1903 it is remarked that though the board's efforts "had no perceptible immediate effects" they "may have helped toward a settlement."

All of the above interventions, save one in 1902, were in disputes involving strike or lockout, and in all but one of these (in 1901) intervention did not occur until after stoppage of work. The 1903 report notes one other instance, not included in the summary of work for that year, in which a member of the board assisted other conciliators in the arrangement of a conference which finally prevented a serious strike which was threatened. In all but 16 instances out of the 85 cases summarized above the board intervened upon its own initiative. Twice (once each in 1901 and 1902) employers alone took the first steps for the board's intervention, and 14 times (2 in 1901, 5 in 1902, 6 in 1903, and 1 in 1904) the workers alone.

All of the board's interventions were in the nature of conciliation, as distinguished from arbitration, save one case in 1902. In that case, upon the initiative of the workers, the parties submitted a wage question to the arbitration of a member of the board under a signed agreement, and his decision settled the dispute without a strike or lockout, this being the one case in the summary of interventions above noted for 1901 to 1904 in which no suspension of work occurred. No public investigation of the causes of a dispute has been made by the board since 1900.

MASSACHUSETTS.

But two months later than the New York board, in the summer of 1886, the Massachusetts board of arbitration was organized. Its first four months' work, like the first experience of the New York board, served to demonstrate the futility of establishing a board with no power to intervene in disputes upon its own motion. The original law provided for action only upon application from one or both of

the parties. The action to be taken was chiefly in the nature of arbitration, and it was apparently expected that parties would apply before strike or lockout had occurred, since the law required of those applying that they should promise "to continue on in business or at work," and directed the board, after visiting the locality and inquiring into the cause of the dispute, to advise the parties what they ought to do for a settlement, and render a written decision on the case, which was declared should be binding upon those joining in the application for six months, or until either party gave the other a sixty-day notice of refusal to abide by it. No power was given the board to summon witnesses. They could simply hear all persons who might come before them.

Under this law, during the four months of 1886 the board acted in five cases, settling two, failing in two, with one pending at the close of the year. This four months' experience resulted in an amendment of the law in 1887 giving the board its present powers, including, in addition to its jurisdiction for arbitration, as before, power to intervene of its own motion for conciliation purposes or for public investigations and power to summon witnesses and require the production of books and papers and requiring local city and town authorities to assist the board to prompt intervention by notice to it of threatened or existing strikes and lockouts.

The extent of the Massachusetts board's activities under this larger authority may be seen in the following table:

STRIKES AND LOCKOUTS ACTED UPON BY THE MASSACHUSETTS BOARD OF ARBITRATION BEFORE AND AFTER SUSPENSION OF WORK, 1886 TO 1904.

Year.	Total cases acted upon.	Action taken—			Total interventions in strikes and lock-outs.	Total strikes and lock-outs in State. (a)	Interventions per 100 strikes and lock-outs.
		Before suspension of work.		After strike or lockout.			
		Total.	Fol-lowed by strike or lockout.				
1886 (b)	4	3	1	1	2	135	1.5
1887	21	11	1	10	10	142	7.0
1888	41	11	1	30	31	100	31.0
1889	23	10	2	13	15	130	11.5
1890	34	8	1	26	27	158	17.1
1891	29	9	1	20	20	145	13.8
1892	40	16	1	24	25	162	15.4
1893	32	9	1	23	23	175	13.1
1894	38	16	1	22	23	151	17.6
1895	32	13	1	19	19	74	25.7
1896	29	14	1	15	15	47	31.9
1897	36	19	1	17	18	65	27.7
1898	19	8	2	11	13	43	30.2
1899	26	5	1	21	22	77	28.6
1900	50	15	4	35	39	79	49.4
1901	94	24	2	70	72	274	26.3
1902	106	49	8	57	65	276	23.6
1903	167	105	8	62	70	217	32.3
1904	122	74	6	48	54	198	27.3
Total	943	419	39	524	563	2,628	21.4

* Figures for 1886 to 1900 from Sixteenth Annual Report of United States Commissioner of Labor, pp. 76, 554; for 1901 to 1904, from annual reports of the Massachusetts bureau of labor statistics. The figures for the last four years are made up on a different basis from those of earlier years, and are therefore not comparable with the former.

^b Four months only.

In its report for the year 1897^(*) the board remarked that "the work of the board, taken one year with another, remains about the same in character and extent, without any special enlargement of the sphere of its influence." The above table would seem to bear out this statement very well down to the year 1900. But the years 1900 to 1904 show a much larger amount of intervention, possibly on account of fuller reports, though there is no evidence of this in the reports themselves, and on the whole an increasing activity during the five years.

In 44 per cent of the cases intervention took place before disputes had involved stoppage of work. The proportion of such cases was very much larger in the last five years, and this kind of intervention has increased in recent years much more than interventions in strikes and lockouts. Adding to the cases of action after suspension of work had occurred those instances in which stoppage occurred after intervention gives a total of 563 strikes and lockouts in which the board intervened, or 21.4 per cent of the 2,628 reported for the State. It should be noted that in the percentages for the different years there appears little chance for valid comparison except within the periods 1886 to 1894, 1895 to 1900, and 1901 to 1904, on account of the great variations in number of reported strikes and lockouts.

In connection with the question of early intervention in disputes, it is of interest to note how often the board has been notified of impending or existing strikes by the mayors of cities or town selectmen. As a matter of fact, out of the 943 cases of action reported such notice was received, so far as the reports show, in but 21 (4 in 1893, 3 in 1904, 2 each in 1890, 1901, and 1903, and 1 each in 1888, 1889, 1892, 1894, 1896, 1897, 1898, and 1902), and the notice in each of these instances, save once each in 1902 and 1903, was not given until suspension of work had occurred. That provision of the Massachusetts law has, therefore, been very largely a dead letter.

In almost exactly one-half of the cases it appears from the reports that initiative for the board's intervention was taken by one or both of the parties in dispute, thus:

INITIATIVE IN CASES ACTED UPON BY THE MASSACHUSETTS BOARD OF ARBITRATION, 1886 TO 1904.

Year.	Total cases acted upon.	Number of cases in which action was taken upon initiative of—				
		Employers.	Work people.	Both parties.	Total by parties.	The board.
1886(a).....	4		3	1	4	
1887.....	21	2	1	8	11	10
1888.....	41	9	11	5	25	16
1889.....	23	7	5	5	17	6
1890.....	34	6	5	3	15	19
1891.....	29		5	7	12	17
1892.....	40	3	9	9	21	19
1893.....	32	2	8	4	14	18
1894.....	38	2	7	10	19	19
1895.....	32	3	4	9	16	16
1896.....	29		5	12	17	12
1897.....	36	3	5	15	23	13
1898.....	19		1	5	6	13
1899.....	26	2	5	1	8	18
1900.....	50	5	9	2	16	34
1901.....	94	2	17	11	30	64
1902.....	106	7	21	25	53	53
1903.....	167	12	22	68	102	65
1904.....	122	4	10	55	69	53
Total.....	943	69	154	255	478	465

^a Four months only.

It appears that work people have called upon the board somewhat more than twice as often as employers, but that in a still larger number of cases both parties united in turning to the board for assistance in settling their differences. Partly explaining the above figures is the fact that the boot and shoe industry has furnished a large majority of the cases which have come before the board,^(a) and that the labor organizations in that industry are very favorably disposed toward the board. Indicative of that disposition is the statement made by the general secretary-treasurer of the Boot and Shoe Workers' Union to the United States Industrial Commission in 1899, that "in Massachusetts, I think, we have about the best board of arbitration in the country. * * * Still, of course, the decisions of the State board in Massachusetts are not always to our liking. We get the short end of it quite frequently, yet on the whole we have a good deal of respect for that institution, and I should prefer that, in a general way, in Massachusetts, to the local boards that have not had the experience and do not understand the methods of arriving at a right conclusion. The methods employed by the Massachusetts board are excellent."^(b) To some degree also the employers in that industry share this attitude, so that some of the principal manufacturers have standing agreements with their employees to refer dis-

^a Report of United States Industrial Commission, Vol. VII, Testimony, p. 219.

^b Report of United States Industrial Commission, Vol. VII, Testimony, p. 374.

putes to the State board whenever agreement can not be reached by direct negotiations, and according to the board's report for 1903—

Both employers and employees have manifested in recent years a growing disposition to define their relations by industrial trade agreements, embodying a provision that controversies arising should be submitted to the State board of conciliation and arbitration for settlement.

The results of intervention by the board are set forth in the following table:

DISPUTES ACTED UPON BY THE MASSACHUSETTS BOARD OF ARBITRATION,
BY RESULTS, 1886 TO 1904.

Year.	Total cases acted upon.	Preliminary action only.	Positive intervention resulting in—		Disputes settled without strike or lockout.	Strikes and lockouts settled.	Percentage of total strikes and lockouts settled.
			Settlement.	Failure.			
1886(a)	4		2	2	2		
1887	21	1	16	4	9	7	4.9
1888	41	4	24	13	7	17	17.0
1889	23	2	15	6	7	8	6.2
1890	34	8	15	11	3	12	7.6
1891	29	5	16	8	7	9	6.2
1892	40	11	16	13	9	7	4.3
1893	32	5	12	15	6	6	3.4
1894	38	10	15	13	9	6	4.6
1895	32	4	15	13	10	5	6.8
1896	29	4	15	10	12	3	6.4
1897	36	6	18	12	12	6	9.2
1898	19	3	7	9	5	2	4.7
1899	26	7	12	7	3	9	11.7
1900	50	7	17	26	5	12	15.2
1901	94	25	43	26	14	29	10.6
1902	106	18	59	29	31	28	10.1
1903	167	39	77	51	65	12	5.5
1904	122	26	66	30	57	9	4.5
Total	943	185	460	298	273	187	7.1

* Four months only.

For the entire period of eighteen and one-third years the board settled 49 per cent of the total cases in which any action was taken, or 61 per cent of the cases of positive intervention. A considerable majority of the disputes settled by the board were terminated without strike or lockout, while the strikes and lockouts settled amounted to a little over 7 per cent of the total number reported.

A comparison of the last four years, in which the amount of intervention has been so largely increased, with the earlier years shows that while in the period from 1886 to 1900 there were settlements in 57 per cent of the cases of positive intervention, of which about one-half were effected without strike or lockout, during the last four years (1901 to 1904), 64 per cent of the positive interventions produced settlements, and two-thirds of these were without strike or lockout. The increased work of later years has, therefore, been especially in the direction of settling controversies with avoidance of stoppage of work.

Examining as to the methods by which disputes have been settled, the following results appear:

DISPUTES SETTLED BY MASSACHUSETTS BOARD OF ARBITRATION, BY METHOD OF SETTLEMENT, 1886 TO 1904.

Year.	Number of disputes settled by—				Total.
	Conciliation.	Arbitration.	Decision on submission by one party.	Public investigation.	
1886 (a).....	1	1	—	—	2
1887.....	7	9	—	—	16
1888.....	12	9	1	2	24
1889.....	9	6	—	—	15
1890.....	8	5	1	1	15
1891.....	9	7	—	—	16
1892.....	7	8	1	—	16
1893.....	8	4	—	—	12
1894.....	7	8	—	—	15
1895.....	5	10	—	—	15
1896.....	4	11	—	—	15
1897.....	5	12	1	—	18
1898.....	2	5	—	—	7
1899.....	11	1	—	—	12
1900.....	15	2	—	—	17
1901.....	36	7	—	—	43
1902.....	35	24	—	—	59
1903.....	26	51	—	—	77
1904.....	22	44	—	—	66
Total.....	229	224	4	3	460

^a Four months only.

One-half of the settlements have been effected by conciliation, leaving, however, a notably large number of arbitrations. In 199 of the 224 successful arbitrations the board acted upon the joint initiative of the two parties in the first instance (joint formal application must ultimately be made in all arbitrations under the law, of course), and in 198 of the 224 there was no strike or lockout. Comparison of these figures with those in previous tables shows that it is these arbitration cases which chiefly explain both the large number of instances in which the Massachusetts board has acted upon application from both parties and the large number of disputes which have been settled without any stoppage of work. An examination of the arbitration cases for the years down to 1900, inclusive, shows that 80 out of the 98 successful arbitrations in that period were in the boot and shoe industry. The same thing appears in later years also. Thus the board's report for 1902(^a) notes an "increasing tendency to arbitrate differences rather than strike, as shown by the fact that the board has been called upon to render decisions in more than twice as many cases as in the previous year," and states that "most" of these cases were in the shoe industry and were presented to the board in accordance with agreements to that effect between employers and employed. An examination of the 44 arbitrations of 1904 shows

that all but 1 were in the boot and shoe industry. The notable success of the Massachusetts board in the direction of arbitration has thus been chiefly due to the favorable opinion it has won in the great boot and shoe industry of the State.

Almost invariably the board's decisions in cases of arbitration have been accepted and carried out by the parties. Besides the 224 successful cases above mentioned there have been but 2 other arbitrations by the board, both in the boot and shoe industry. In each of these the award was rejected by the work people, who in the first case (in 1889) went on strike again immediately after the award was rendered, and without any notice to the employers, but in the other (in 1894) preceded their rejection by the sixty-day notice of such intention, as required by law. In one other case (in 1898) the sixty-day notice of rejection was given by the work people, but before that period expired they came to an agreement with the employer on substantially the same terms as the award, and in another (in 1887) five months after the board's decision a strike in contravention of it occurred, but upon the board's report, made at the request of the employer, that the strike was illegal under the award, work was promptly resumed. The last two cases must be considered as practically successful, and are included in the total of 224 settlements by arbitration above. The same thing has been done also with one other case in 1904, in which, three weeks after the board's decision was rendered, the representative of the workers advised the board that he had given the employer the sixty-day notice of intention not to be bound by the award, but the board heard nothing further of the controversy.

Of the 27 cases^a of arbitration in strikes and lockouts, in all but one work was resumed pending the decision, as required by law, and in that one the parties had agreed to resume on a fixed date, although that date fell later than the board's hearing of the case. In but a single instance was an agreement to resume work broken before the award was given, and in that case, the work people having struck, the hearing was continued with the employer's consent, as provided by law, and the decision, when rendered, was accepted by both parties.

Besides the above cases, in which arbitration was fully carried out, there have been a number of others in recent years in which the parties formally agreed to submit the case to the board, but the arbitration procedure was not carried out. There were 2 of these in 1901, 5 in 1902, 14 in 1903, and 9 in 1904, or a total of 30. One of these occurred (in 1901) in connection with a strike in which the board had intervened at the request of the workers and had persuaded the parties to jointly submit to the board's arbitration, work being resumed as required by the law. In all of the other cases the parties applied

^a Including one of the cases of arbitration, that of 1889, which failed.

jointly, of their own motion, before any stoppage of work. In 12 cases (1 in 1901, 3 in 1902, 2 in 1903, and 6 in 1904) hearings were given by the board in the regular order for arbitration, but these hearings led to an amicable settlement between the parties. In one or two instances an agreement was reached at the hearing, but more frequently the board, seeing possibility of amicable settlement, advised conferences, which resulted in agreements. These 12 cases, which include the one in connection with a strike above noted, are reckoned in the table above as settlements by the board by conciliation. In the other 18 cases the board really took only action preliminary to the regular arbitration, no hearings being held save in one case, and these 18 cases are reckoned above in the class of "preliminary action only." In 13 of these, before the board could proceed to a hearing, the parties jointly announced a settlement and requested that the arbitration proceedings be discontinued; in one a hearing had been given and the case referred to experts when the parties made similar joint announcement; in one case the employer alone announced the settlement and withdrew the application; in the three remaining cases no settlement was announced, but the arbitration proceedings could not be carried out—once because the firm involved went out of business, once because the employer withdrew from the joint submission, and once because a strike by the workers intervened as the result of a dispute with a rival labor organization.

Nearly all of the board's arbitration work has been in disputes concerning wages. Thus out of the 98 cases in which arbitration occurred, down to and including the year 1900, in 89 the board was called upon to determine wages alone, and the same is true for 76 of the 82 arbitrations in the boot and shoe industry during the same period. Similarly 43 of the 44 arbitrations in 1904 concerned wage questions only.

In wage questions especially technical knowledge of the trade is obviously of great importance, and the provisions of the law for expert assistants have been found of great value by the Massachusetts board. Since 1892 such assistants have always been appointed in arbitration, as required by the amendment of that year; but as a matter of fact, before that and before 1890, when they were first provided for by law, the board frequently called in assistants to furnish technical information, so that the law of 1890-1892 was the direct outgrowth of practical experience. Testimony to the value of such assistance is to be found in the board's reports and in its evidence before the United States Industrial Commission in 1900.^(a) The aid of such experts has not enabled the board, how-

^a Cf. Report of United States Industrial Commission, Vol. VII, Testimony, pp. 907, 908; Report of the Board, 1900, p. 13.

ever, to carry out one intention of the law as to arbitration, viz, that the decision of the board should be rendered within three weeks of the date of the filing of an application for arbitration, the section of the law requiring a promise of the parties to continue at work pending the award containing the proviso "if it (the decision) shall be made within three weeks." This has in practice been a dead letter, the board having found it impossible to properly pass upon a long list of wage rates within that time,^(a) but this failure has not prevented the observance of the law's requirement of resumption of work, as already noted.

Finally, concerning arbitration it is worthy of note that in some cases the influence of the board's decisions has apparently gone beyond the particular case in hand, and wage rates decided by the board in one instance have been of service in the arrangement of schedules by the parties in other cases. Thus the report for 1890 ^(b) notes that not infrequently manufacturers or employers had applied to the board for copies of wage lists recommended by the board in cases some time before to be used in settling questions of wages.

Besides the regular arbitration cases above, the board carried out the arbitration procedure in 7 cases (twice in 1888, once each in 1890, 1892, and 1895, and twice in 1897) upon submission by one party only. The applicant in each of these cases was the work people, and reference to the board was made 5 times without any cessation of work and twice after strikes had occurred. In 5 of the disputes the board made its decision public, but in one instance publication was withheld at the request of the work people and in another the board informed the applicants that it did not deem a formal decision necessary. Out of the 7 cases, in 4, including 1 of the strikes, the board's decision was accepted and terminated the dispute, while in one strike and two other differences no settlement was affected.

In the table above three disputes are recorded as terminated through a public investigation made by the board; in all, 11 such investigations have been undertaken, 5 in 1888, 1 each in 1889 and 1890, 2 in 1895, 1 in 1896, and 1 in 1903. Only 1 of these, that of 1903, in the great Lowell cotton-mills strike, was instituted independently of any application from the parties, that being made by the board at the direction of the governor of the State. Of the others, 5 were made at the instance of employers and 5 upon application from employees, and all were begun after strike or lockout had occurred. Public hearings were held in all but 3 cases, and the board's findings were published

^a Cf. Report of United States Industrial Commission, Vol. VII, Testimony, p. 909.

^b Page 13.

in every instance and were accepted by the parties in 3 (2 in 1888 and 1 in 1890) out of the 11 cases.

Finally, concerning the work of the Massachusetts board it is in order to note the opinion and recommendation concerning it of the legislative committee on relations between employer and employed, appointed in July, 1903, by the governor in accordance with a resolution of the State legislature approved June 5, the committee having made its report in January, 1904. It was made the duty of the committee to examine existing and proposed legislation in the Commonwealth touching the legal relations of employer and employed, and among other things a bill for compulsory arbitration came before it. The committee reported strongly against any such measure and in favor of continuing the present system, as follows:

In Massachusetts the work of arbitration is by statute intrusted to a State board, whose functions, though difficult and delicate, have been increasingly useful. We consider that in the matter of labor difficulties this increasing voluntary use of the principle of arbitration is of great promise for the future and that the State, in providing efficient machinery for the carrying out of the wishes of the parties to a controversy who may desire to arbitrate their differences, is performing invaluable service. Everything should be done to maintain and increase the efficiency of the board provided by the State for the purposes of arbitration and to encourage and make easy the submission of industrial differences to it. Whether substitution of the form of an industrial court for the board as at present constituted would lead to a larger and a more general use of the opportunity afforded is purely a practical question and may admit of doubt. The committee sees no reason to suppose that the change to judicial form would increase the confidence now felt by the public in the present board of arbitration or increase the number of cases submitted for adjudication. We recommend rather the continuance of the present board, with such modifications in the statutes relating thereto as may seem directly to increase its dignity and usefulness as well as the simplicity and ease of method in the submission of matters brought before it.

* * * * *

It is obvious that controversies do from time to time arise whose effect upon the public interest is so momentous as to make the public to all intents and purposes a third party to the controversy. This is especially true where the difficulties in question involve the production or distribution of the necessities of life or the transportation of the people. In such instances we are far from believing that the State should be precluded from some form of intervention by a reluctance, however justifiable in principle, to interfere in private disputes. We are of the opinion, however, that compulsory investigation on the part of the State, supplemented by a public finding as to the merits of the case, will accomplish the object, through its appeal to the public, fully as effectively and without the objectionable interference with private rights and the often futile attempt at arbitration under compulsion. Such investigation in cases where

the controversy is such as to threaten the public interest is already provided for by the statutes of Massachusetts, and furnishes an important part of the duties of the State board of conciliation and arbitration.^(a)

In accordance with these recommendations the committee proposed certain minor changes in the law, which resulted in the amendments of 1904, the most important of which have already been noted in connection with the analysis of laws in the preceding chapter.

NEW JERSEY.

New Jersey was the third State to establish a State board of arbitration, which was done by act of March 24, 1892. How much was accomplished by the first board appointed under this law does not appear.^(b) That its record was not entirely blank is evidenced by two cases of action by it mentioned in the report of the New York board for 1893.^(c) In one the New Jersey board acted alone, in the other (a railroad dispute) jointly with the New York board, the strike in each case being terminated by the boards. But whatever its record, this first board of three members, appointed for five-year terms at a per diem compensation, were after three years legislated out of office by the supplementary act of March 25, 1895, and a new board of five members, named in that law, with three-year terms and annual salaries, were legislated into office.

Since 1895 there is a continuous record in annual reports of the work of the New Jersey board. Only for the years prior to 1901, however, do the reports describe each case of action by the board, the information in later reports consisting only of general statements as to its work. The period to 1901, therefore, may be considered by itself with advantage. An analysis of the reports for these earlier years shows that the board's work consisted for the most part of services offered, with but few cases of actual intervention or results accomplished. The plan pursued by the board was to divide the State into five sections, each member having charge of a section and offering the board's services in every dispute coming to his notice, the entire board being called together only in case of special need, though meeting once monthly to receive reports from each member.

From March, 1895, when the board was organized, to October 31, 1899,^(d) the number of disputes in which action by the board is specifically reported was as follows:

^a Report, pp. 12, 13.

^b No report of this first board appears in the legislative documents of the State, although annual reports were required by the law.

^c Report of New York Board of Mediation and Arbitration, 1893, pp. 184, 236.

^d The year 1900 is not included here for the reason that the annual report for that year is now out of print.

DISPUTES ACTED UPON BY THE NEW JERSEY BOARD OF ARBITRATION, 1895
TO 1899.

Year ended October 31.	Cases acted upon.
1895 (7 months)	3
1896	9
1897	69
1898	21
1899	30
Total	123

These figures do not include every case of action, to judge by general remarks made in introductions to the reports. Thus the board says, in 1895, that "about a score" of minor troubles were inquired into, but it was found the board's services were not needed. Likewise the board reports, in 1897, that 68 strikes came to its attention and its services were offered in every case, and in 1899 that 40 strikes came to its notice. But of the 123 cases in the table above some particulars are given showing the nature of action taken and its results.

It is found that out of the 123 cases, most of which were strikes or lockouts, all that was done in the case of 5 was to make inquiry concerning the facts, such inquiry being reported as made by a member in person in but two instances. In 104 cases all the action reported consisted of a formal offer of the board's services, made as a rule by mail, only 3 cases, in fact, being reported as made by one or more members in person. Out of these 104 offers the employers in 4 expressed a willingness to have the board act, and the laborers responded favorably in 7, but in none did both accept. In 14 disputes--1 in 1895, 2 in 1896, 4 in 1897, and 7 in 1899--something more than simple offer of services is reported. In all of these the board's action was of the nature of conciliation, no dispute ever having been submitted to the board for arbitration and no public investigation of a dispute ever having been made, though the latter was once requested by employees. In 3 intervention was by the full board upon its own motion, its efforts resulting in a settlement of the strike in one case. In the other 11 disputes action was taken by one member alone and upon his own initiative in all but three, request for action in those 3 cases coming from the work people. In 4 instances the mediation was conducted by correspondence with the employer after the laborers had accepted the member's intervention, but in all these was unsuccessful. In 6 the member personally intervened and settled 4 of the disputes, in one case thereby preventing a strike. In the eleventh case a member of the board materially assisted in the adjustment of a general dispute in the glass industry without strike or lockout. Altogether, therefore, the reports show a total of 4 strikes and 2 other dis-

putes settled in four years and a half. During the five years 1895 to 1899, 250 strikes and lockouts occurred in the State.^(a)

In part, at least, explaining the above record of the New Jersey board are two facts. In the first place, as pointed out in the board's first report,^(b) under the supplemental law of 1895 the members receive only their salaries, with no allowance for traveling expenses. It was supposed that they would receive free transportation from the railroads, but the contrary proved true, so that the members have had to pay any traveling expenses out of their \$1,200 salaries, a condition of things not calculated to stimulate personal intervention outside of their places of residence. The same lack of any fund for expenses is complained of by the board in 1898^(c) as standing in the way of formal investigations of the causes of disputes, although it was at the same time claimed that no case had arisen in which such investigation was necessary.

In the second place, and more important, is the narrow construction the board has put upon its powers of independent intervention in disputes. It is repeatedly asserted in the reports^(d) that the board has no power to go further upon its own initiative than a simple offer of services, and that "if either does not wish to accept the offer, we have no authority to go any further." This, it must be said, hardly seems to correspond with the plain meaning and intent of the law, which directs that "whenever a strike or lockout shall occur or is seriously threatened in any part of the State, and shall come to the knowledge of the board, it shall be its duty to proceed, as soon as practicable, to the locality of such strike or lockout and put itself in communication with the parties to the controversy, and endeavor by mediation to effect an amicable settlement of such controversy."^(e)

In March, 1901, there was a reorganization of the New Jersey board with appointment of 4 new members out of the 5 on the board. But the annual reports of this board for 1901, 1902, and 1903 (year ended October 31) show no larger results accomplished than in earlier years. The three reports give lists of industrial disputes which came to the notice of the board (with brief details of each, without reference, however, to the board's action in any case), which show a total of 379 for the three years—47 in 1901 (seven months for the new board), 95 in 1902, and 237 in 1903. Of the action taken in these cases, the 1901 report states:

The board has attended a number of meetings of the strikers and individual members of the board have addressed such meetings. The

^a See Sixteenth Annual Report of United States Commissioner of Labor, pp. 88, 558.

^b Report, 1895, p. 5.

^c Report, 1898, p. 6.

^d See, for example, Reports, 1897, p. 3; 1898, p. 6.

^e Act of 1892, sec. 10.

board has also conferred with the manufacturers and their counsel and has offered its services for the purpose of mediation or arbitration to those interested in the various local labor disturbances occurring in this State. * * * In no case was the assistance of the board requested, and where its good offices were offered the usual reply on the part of the employers was declination because there was nothing to arbitrate. The employees also were generally disinclined to accept the proffered aid until further developments had occurred. In none of the controversies was there any inclination by both parties to allow the board to mediate.

The 1902 report states only that—

The board has held its periodical meetings during the year, and in the strikes which have come to its notice * * * it has endeavored, as far as was practicable and advisable, to offer its good services in the spirit of mediation to both parties concerned.

Similarly the report for 1903:

While none (of the disputes) has been arbitrated or investigated, on its own initiative the board has offered its mediatory services wherever practicable, and it is believed in some cases with good results.

The board's comment on its work in all three of these latest reports show plainly that the explanation of the meager record of results accomplished is precisely the same for the years since 1900 as before, namely, disinclination to intervene aggressively on its own motion for conciliation purposes and the handicap of no means of paying expenses for purposes either of such intervention or for independent investigation of disputes. The latter—lack of means to make formal investigations—the board declared both in 1902 and 1903 to be a serious obstacle in its work, and legislative action was urged to remedy the defect. "This defect," says the 1902 report, "virtually has reduced the board to one of mediation or to a tribunal taking cognizance of cases voluntarily submitted to it. Experience has proved that such cases are rare and that mere mediation generally is of little efficacy in bringing industrial disputes to a close."

OHIO.

The first State board in Ohio was organized for work on May 29, 1893. As may be seen by the table below, which covers all the cases set forth in the published reports,^(a) the board's work—144 out of 160 cases for the ten and one-half years—has been for the most part with strikes or lockouts. Small disposition on the part of employ-

^a From general statements made in the reports (1898, pp. 10, 14; 1903, p. 7 and elsewhere) it appears that the board has dealt with some minor cases not described in the reports. Apparently, however, all the more important cases of action are reported and here included.

ers and employees to appeal to the board is shown in the figures, such as there is appearing chiefly among the work people. Further, the table shows that while the board has had to depend upon its own initiative for intervention in disputes, the provision of law similar to that in Massachusetts, requiring mayors of cities and judges of probate courts to inform the board of existing or threatened strikes or lockouts, has not been of any considerable assistance. The cases of notice from such officials, given in but a single instance before stoppage of work had occurred, have been so few as to call forth repeated complaints from the board, but with little effect, apparently, toward increased cooperation on the part of local authorities.

INITIATIVE IN CASES ACTED UPON BY THE OHIO BOARD OF ARBITRATION,
1893 TO 1903.

Year.	Cases in which action was taken upon initiative of—					Interventions.		Notices received from mayor or probate judge.
	Board.	Employers.	Work people.	Both parties.	Total.	Before strike or lockout.	After strike or lockout.	
1893 (a).....	2	-----	2	2	6	b3	3	2
1894.....	6	1	2	-----	9	1	8	4
1895.....	11	-----	1	-----	12	2	10	3
1896.....	9	-----	1	1	11	2	9	3
1897.....	14	-----	2	-----	16	b2	14	3
1898.....	15	-----	2	-----	17	-----	17	1
1899.....	18	1	1	-----	20	-----	17	3
1900.....	11	-----	1	-----	12	1	11	2
1901.....	15	1	1	-----	17	b3	14	3
1902.....	18	-----	1	1	20	c3	17	1
1903.....	18	1	1	-----	20	b1	19	4
Total.....	137	4	15	4	160	21	139	28

* Seven months.

b Strike or lockout occurred later in 1.

c Strike or lockout occurred later in 2.

During the eight years a little over one-third of the cases of intervention by the board were successful, all but 6 of the 59 such terminating disputes after stoppage of work had occurred. The number of strikes and lockouts settled by the board down to 1901 was as 1 to 25 of the total number which occurred in the State.

DISPUTES SETTLED BY THE OHIO BOARD OF ARBITRATION, 1893 TO 1903.

Year.	Disputes settled without strike or lockout.	Strikes and lockouts settled.	Total strikes and lockouts in State. (a)	Year.	Disputes settled without strike or lockout.	Strikes and lockouts settled.	Total strikes and lockouts in State. (a)
1893.....	1	2	102	1900.....	1	3	134
1894.....	1	3	107	1901.....	1	4	(b)
1895.....	-----	4	110	1902.....	1	7	(b)
1896.....	1	5	109	1903.....	-----	7	(b)
1897.....	-----	7	71	Total..	6	53	-----
1898.....	-----	4	91				
1899.....	-----	7	154				

* See Sixteenth Annual Report of United States Commissioner of Labor, pp. 96, 562.

b Not reported.

The action taken by the Ohio board has from the first been almost entirely that of conciliation, and since 1896, with but a single exception, no other procedure appears in its practice, as shown below.

STRIKES AND LOCKOUTS ACTED UPON BY THE OHIO BOARD OF ARBITRATION,
BY METHODS AND RESULTS, 1893 TO 1903.

Year.	Total cases acted upon.	Preliminary action only.	Cases of conciliation.			Arbitration (all successful).	Decision on submission by one party.		Public investigations (successful).
			Successful.	Unsuccessful.	Total.		Successful.	Unsuccessful.	
1893	6		1	2	3	2		1	
1894	9	1	2	4	6		1	1	
1895	12	5	4	3	7				
1896	11	2	3	3	6	1			2
1897	16	3	7	6	13				
1898	17	7	4	6	10				
1899	20	9	7	4	11				
1900	12	3	4	5	9				
1901	17	3	5	9	14				
1902	20	3	8	9	17				
1903	20	2	6	11	17		1		
Total.	160	38	51	62	113	3	2	2	2

* One case settled by local arbitration on recommendation of the State board.

* Two cases settled by local arbitration on recommendation of the State board.

The board succeeded along conciliation lines in nearly one-half the disputes where positive negotiations of that character were instituted. Three times only were differences brought to the board for arbitration by joint agreement of the parties, the board's award terminating the dispute in each case. In two of these the arbitration occurred after a suspension of work, while in the other there was no interruption of employment. In four instances (once in 1893, twice in 1894, and once in 1903) the board investigated and rendered a decision as in arbitration, but with submission of the case by one party only, twice by work people after strikes had occurred, once by employers in a controversy not involving strike or lockout, and once by employers in a strike, there being in this last instance an existing agreement of the parties to submit differences to arbitration. In two of the strike cases both parties attended the hearing; in the other the men only, but in the latter and one of the former the proceedings failed to terminate the dispute, once because the employers refused to accept the board's recommendation and once because both declined it, the last being the only case of procedure of this sort in which publication of the board's decision is mentioned in the reports. In both the differences (one strike and one other) submitted by the employers the board's findings were accepted by the employees, and the controversy so ended.

Twice only in the ten and one-half years did the Ohio board undertake formal investigation to determine causes and fix responsibility for disputes. Both were in cases of strike, and both were requested by the work people. In both instances, also, the hearings were never

completed, because the parties came to an amicable agreement in the course thereof. In this connection it is worth noting that although the Ohio board has never undertaken an authoritative investigation independently of the parties, its report for 1895^(a) mentions two cases which in its judgment called for such action, but the board found itself at the time without means for paying the expenses thereof.

WISCONSIN.

Pursuant to the law approved April 19, 1895, the Wisconsin State board of arbitration and conciliation was organized on July 1, 1895. The first biennial report of the board, made in January, 1897, shows very meager results accomplished for the first eighteen months of the board's existence. This was due to the board's uncertainty as to its power of intervention upon its own initiative. "While the law seems to give the board," says the first report,^(b) "the privilege of offering their services wherever and whenever it is known that there is trouble impending, yet it has seemed to be the opinion of some that it would be something of an impertinence to offer our services in advance of their being called for." The direction of the law in the matter was that the board should "endeavor by mediation to effect an amicable settlement" upon receipt of knowledge from any source of a threatened or existing strike or lockout "which threatens to or does involve the business interests of any city, village, or town." The indefiniteness of this last clause may have raised doubt as to what would otherwise be a very definite direction to intervene independently. But whether so or not the board, as a matter of fact, kept on the conservative side and took action only upon notice from the parties or from town or city officials, the latter being required, as in Massachusetts and Ohio, to notify the board of threatened or existing strikes or lockouts. Inasmuch as during the first eighteen months but four notices were received by the board, all from mayors of cities, that interpretation of the statute opened the way for but very limited activity.

Accordingly, the board in its first report recommended that the law be amended, first, so as to make its power of initiative perfectly clear, and, second, so that notices to the board might be addressed to the governor and by him communicated to the board to avoid the difficulty of reaching the board owing to the fact that its members were "employed daily in their chosen occupations, and their respective addresses have not been known to the public generally."^(c) By an amendment of April, 1897, these two suggestions were incorporated in the law.

^a Pages 88, 89.

^b Page 3.

^c First Biennial Report, p. 4.

The result of this amendment was a very much larger activity on the part of the board, not, however, because of more frequent notice from city officials or applications from parties in dispute, but due entirely to the initiative of the board. Aside from the four cases in the first report (one in 1895 and three in 1896), but one other instance (in 1898) of notice from city or town officials is mentioned in the reports, and only one instance (in 1898) is reported in which one of the parties (an employer) called upon the board to act.

The work of the Wisconsin board, down to June 30, 1904, as revealed by the cases set forth in its biennial reports, may be thus summarized:

DISPUTES ACTED UPON BY THE WISCONSIN BOARD OF CONCILIATION AND ARBITRATION, 1895 TO 1904.

Year ended—	Cases acted upon by board—			Preliminary action only.	Positive interventions.				Total strikes and lock-outs in State. (a)
	Before strike or lock-out.	After strike or lock-out.	Total.		Unsuccessful.	Successful in—			
						Strikes or lock-outs.	Other disputes.	Total.	
December 31, 1895 ^b		1	1	1					32
December 31, 1896.		3	3		1	2		2	13
December 31, 1897.	^c 5	4	9		1	5	3	8	28
December 31, 1898.	^c 1	13	14	3	3	8		8	29
December 31, 1899.		11	11	2	5	4		4	53
December 31, 1900.		15	15	1	9	5		5	40
September 30, 1901 ^d	^e 2	7	9	1	5	3		3	
September 30, 1902		10	10		9	1		1	
June 30, 1903.	1	13	14	1	6	6	1	7	
June 30, 1904.		9	9	3	4	2		2	
Total.....	9	86	95	12	43	36	4	40	

^a Sixteenth Annual Report of the United States Commissioner of Labor, pp. 116, 574.

^b Six months.

^c Strike occurred later in 1 case.

^d Nine months.

^e Strike occurred later in 2 cases.

^f Not reported.

The work has been entirely that of conciliation, no case of arbitration or formal investigation of the causes of disputes being reported. It has dealt almost exclusively in the reported cases with strikes or lockouts, with very few cases reported of disputes settled before that stage.^(a)

ILLINOIS.

The establishment of the Illinois board of arbitration was inspired chiefly by the great Chicago strike of 1894, which led to the introduction of numerous bills for the settlement of industrial disputes in the

* * From a general remark in the introduction to the second report (p. 4) it would appear that some work in the way of settling disputes before suspension of work may have been done which is not reported in full. Evidently such cases were of very minor importance, however, and the reported cases as above seem to fairly represent the board's work.

State legislature of 1895, and finally to the inclusion of that subject in a call for a special session of the legislature which passed the law of August 2, 1895. Under this a board was promptly appointed and organized on August 14.

Not the least interesting of the results in practice in Illinois are the changes which were made in the law by the amendments of April 12, 1899, and May 11, 1901. The amendment of 1899 touched four points—(1) jurisdiction of the board; (2) prompt information of disputes; (3) power to secure evidence; and (4) enforcement of awards. Concerning the first of these, the original law had restricted the board's jurisdiction to disputes involving establishments with not less than 25 employees. It was found in practice, however, that some important disputes involved no one establishment with as many as 25 hands, though involving several smaller firms. At the board's instance, therefore, the limitation was altered so as to exclude only disputes involving less than 25 work people altogether, whether in one or several firms.

After experiencing the same difficulty as other State boards in securing early information of disputes the Illinois board secured the incorporation into its law not only of the provision found in other States requiring mayors of cities and presidents of towns and villages to notify the board of impending or existing strikes and lockouts, but also of a requirement, found nowhere else, that presidents of labor organizations shall notify the board of actual or threatened strikes or lockouts involving any of their members. It does not appear, however, that this amendment was of any considerable benefit. The annual reports for the next three years mention seven cases of such notice received (all in 1901-2), four times from local authorities, twice from union officers, and once from both sources, and all given after stoppage of work had occurred.

The original law of 1895 gave the board power to issue subpoenas to secure the presence of witnesses or the production of books containing records of wages paid, but specified no means of making such subpoenas effective in case anyone saw fit to ignore them. In their report for the year ended March 1, 1898, the board pointed out this fact and suggested that although no such difficulty had actually arisen in their experience, nevertheless it would be well if the law were so amended as to enable the board to invoke the aid of the courts should such a contingency arise. Before the close of the year added force was given to this recommendation by the employers in a serious dispute refusing to testify before the board and completely ignoring its subpoenas. Accordingly the governor of the State in his next annual message (1899) recommended legislation in line with the board's suggestion, the result being the amendment of 1899,

which requires circuit or county courts when applied to by the board to compel obedience to the board's subpoenas.^(a) The amendment also permits the board to require the production, not only of record books of wages, but any other books and papers deemed necessary. The report of the board made in March, 1900, stated that no occasion for appeal to the courts had arisen up to that time, all witnesses desired having responded promptly, and no such appeal is mentioned in the reports down to 1903.

Another subject to which the board called attention in 1898 was the question of power to enforce its awards, the matter being brought up by a case during the preceding year in which one party to a joint application refused to abide by the board's decision. The law simply declared that such decisions should be binding for six months, or until one party withdrew from it after sixty days' notice. In response to an inquiry by the board the State's attorney-general gave an interesting opinion to the effect that—

The decision of the board upon application joined in by both parties would be in the nature of an award made by arbitrators chosen by the parties, and usually such awards are enforced by suits at law in the courts of the county in which the parties reside * * *. Each case, so far as the remedy is concerned, must depend upon its own peculiar facts and circumstances and resort be had for enforcement either to a court of law or to a court of equity, as such facts or circumstances may warrant; but usually I think the remedy must be found in a court of law in the courts of the county where the parties reside.^(b)

The board, however, was of the opinion that resort to such judicial process for the enforcing of a decision was usually unnecessary. Cases of refusal to abide by arbitrator's decisions both in Illinois and in other States were rare and they could find no case in other States where enforcements of awards by judicial process had been attempted. "At the present time," concludes the board,^(c) "we are not prepared to recommend legislation which would give this board specific power to enforce its decisions through the medium of the courts. We doubt both the practicability and the wisdom of the exercise of such power." Three months after this report was made, however, the board was called upon to render a decision on joint application of the parties in the famous Virden coal dispute. The board's award was disregarded by the operators, which action was followed by a continuance of the dispute and ultimately rioting and bloodshed. This startling exception to the general experience quoted by the board in its recommendation, led the governor of the State to urge in his message to

^a Cf. *supra*, p. 595.

^b Report of the Board of Arbitration, 1898, p. 12.

^c *Idem.*, p. 13.

the legislature of 1899 that some provision be made for enforcing awards, the result being the most important portion of the amending act of 1899, whereby provision is made for the punishment of parties infringing the board's awards by circuit or county courts.^(a) Up to July, 1902, no case is reported in which this power of enforcement was invoked.

The amendment of 1901 first gave the Illinois board power of formal investigation into disputes. Such authority was recommended by the board in its 1899 report, but general considerations rather than any special experience appear to have inspired the amendment. Prior to 1901 the board could carry out the arbitration procedure, involving investigation and rendering of a decision, if either party so requested, but under the amendment the board may proceed independently of the parties and formally investigate and publish findings. One restriction was put upon this power of independent investigation in Illinois, however, which does not appear in other States, in that it may be exercised only when in the majority opinion of the board "the general public shall appear to suffer injury or inconvenience" from the dispute.

The reports of the Illinois board for 1900 and 1901 differ from those of other years in that they set forth, with a single exception (an unsuccessful conciliation case in 1900), only the cases of formal arbitration or decision rendered on application of one party. The following table, therefore, summarizes the work only for 1896 to 1899, and for 1902,^(b) for which years the action taken is more fully described. The reports for these years, it is to be noted, do not set forth more or less informal work done by individual members, but they apparently contain all the more important cases of action, and those included are expressly stated to be representative of the board's work.

^a Cf. *supra*, p. 601.

^b Requests for reports of later years addressed to the board have not been answered.

DISPUTES ACTED UPON BY THE ILLINOIS BOARD OF ARBITRATION, 1896 TO 1899 AND 1902.

	Year ending March 1—					Total.
	1896. (a)	1897.	1898.	1899.	1902. (b)	
Interventions by board:						
On its own initiative.....	5	5	7	14	23	54
At request of—						
Employers.....	1					1
Work people.....	7	2	1		6	16
Both parties.....			3	1	1	5
Total interventions.....	13	7	11	15	30	76
Interventions:						
Before strike or lockout.....	2		4	1	1	8
After strike or lockout.....	11	7	7	14	29	68
Total strikes and lockouts in State (d).....	124	291	154	168	(e)	
Preliminary action only.....	2	1	3	2	4	12
Cases of conciliation:						
Successful.....	4	3	4	4	14	29
Unsuccessful.....	6	1	2	6	9	24
Total.....	10	4	6	10	23	53
Cases of arbitration:						
Successful.....	1	2	1	1	7	6
Unsuccessful.....			1	1		2
Total.....	1	2	2	2	1	8
Decisions upon submission by one party resulting in—						
Settlement.....					1	1
No settlement.....				1	1	2
Total.....				1	2	3
Differences settled before strike or lockout.....			1	1		2
Strikes and lockouts settled.....	5	5	4	4	16	34
Total disputes settled by board.....	5	5	5	5	16	36

* Six months.

† Seventeen months—March, 1901, to July, 1902.

‡ Strike occurred later.

§ See Sixteenth Annual Report of United States Commissioner of Labor, pp. 60, 546. Figures are for the calendar years 1895-1899.

|| Not reported.

¶ Chairman of State board acted as umpire on local board of arbitration in demarcation dispute between two unions.

In addition to the 8 arbitration cases above, there were 3 others in 1900 and 2 in 1901, making a total of 13 for the seven years 1896 to 1902. All of these were successful, save 1 each in 1898 and 1899. In 4 of these successful arbitrations no stoppage of work occurred, while in the 7 others the submission to arbitration was not made until after strike or lockout. Of the 2 cases of arbitration which resulted in failure, in that of 1898 the board's decision was rejected by the working people, and they immediately went on strike, the application in this case having been made by the parties before stoppage of work had occurred. Within a few hours, however, the strikers reconsidered their action and returned for work, only to find their places filled by new hands, and the best they could secure was the promise of preferment in case of vacancies. The case of 1899 was the famous Virden dispute already alluded to. Although mining operations had been resumed pending the board's decision, as re-

quired by law, that decision when rendered was rejected by the employers, and the lockout was resumed.

Three cases of arbitration procedure on application by one side only are reported for 1900 and 1901, making a total of 6 for the entire seven years. In the two 1900 cases no settlement of the dispute was effected, while the decision rendered in 1901 settled the controversy, so that in 2 out of the total of 6 cases such procedure resulted in settlements. The submission of the dispute to this procedure was made five times by work people after suspension of work, and once by employers in a difference not involving strike or lockout. The two cases settled were both strikes. Of the others, in three instances the decision was rejected by the party not making application, though the applicants were ready to abide by it, while in one case the employers who had refused to join in the application accepted the award, but the work people who had applied for it rejected it.

One feature of the work of the Illinois board since 1901 is quite unique and worthy of particular mention. In the year just mentioned there was a general reorganization of the board, and the new board adopted the plan of holding frequent meetings with employers and work people in Chicago, the chief seat of labor controversies in the State, in the absence of any disputes, and simply for the purpose of bringing the board into touch with the two industrial classes, so as to pave the way for more efficient service when differences should arise. The 1902 report,^(a) which notes the adoption of this plan, records it as having proved of benefit to the board in its work.

INDIANA.

The Indiana labor commission was organized for work on June 17, 1897, three months after the act establishing it became a law. Four biennial reports of the commission set forth quite fully the work done to the end of September, 1904. Interventions in 148 disputes during the seven and a quarter years are set forth in detail. In addition to these, the first report mentions that the commission during 1897-98 had succeeded in having two boycotts declared off and in five other instances had prevented strikes by early intervention, no accounts of which were published, in accordance with the expressed wish of the parties in most of the cases. The second report also notes two widespread controversies in the State during 1899-1900, one between different branches of the organized window-glass workers and one between union and nonunion glass-bottle blowers, in both of which, although not disputes between capital and labor, the commission made repeated efforts at mediation, but without success. The third report (for 1901-2) explains that the recital is incomplete "for the

^a Page 7.

reason that many employers, and workmen as well, prefer to have their business affairs adjusted without what they regard as the unpleasant notoriety which publication would give them. This is especially true where, as a board of arbitration, the commission's services have been invoked to fix wage contracts at times when no strike or lockout was contemplated, but to establish conditions precedent to starting new enterprises or at the beginning of a working season, so as to make such settlements matters of official record, and thereby give to them the legal status provided for in section 9 of the act creating and governing the labor commission. An additional reason for the incompleteness of this report is that in a number of instances negotiations are still in progress and no complete statement of them can be made until they will have been consummated."^(a) Notwithstanding these statements, however, it would seem only reasonable, from the nature of the cases that are reported, to infer that the 148 disputes described in the four reports include all the more important cases of action by the commission, a view to which support is given by the fourth report (1903-4), which makes no mention of other cases dealt with by the commission, but explains that "all the industrial troubles that have occurred in the State during the two years" are not reviewed because "there are still times when two or three prevail simultaneously in different localities, often remotely situated," in which case "it is the aim to render official aid where it seems most imperative."^(b)

An analysis of the 148 detailed cases shows that in the great majority the commission took the initiative for intervention, and that so far as the parties in dispute did so the work people were the most frequent applicants to the board. In every instance but four the commission's intervention occurred after work had been interrupted by strike or lockout. In 45 cases the reports show nothing done by the commission save to inform itself of the facts in the dispute.

The action taken in all the other cases save two was in the nature of conciliation, those two being the sole instances of arbitration (so far as reported) by the commission during the period. In one of these arbitrations submission was made by the work people only; in the other by both sides jointly. In one other dispute the parties had agreed to arbitration, and the judge of the local court had been summoned to sit with the commission, as required by law, but upon the board's assembling to begin the hearing it was found that the employers had reconsidered and refused to proceed, wherefore the arbitration had to be abandoned. No special investigation for the purpose of authoritative determination of the facts for publication, as provided for in the law, was undertaken.

^a Report 1901-2, p. 5.

^b Report 1903-4, p. 5.

In 63 per cent of the cases in which positive efforts for a settlement are reported the commission was successful. Both the arbitrations were among these successful cases. Of the 4 cases in which the intervention occurred before stoppage of work, in 2 the differences were adjusted without strike or lockout—1 in 1898 by arbitration, and 1 in 1901 by conciliation; in 1 instance, in 1901, the commission's efforts were unsuccessful, and a strike occurred later; while in the fourth case no strike or lockout occurred, but the dispute was in the nature of a boycott, in which the commission was unable to bring about a settlement.

The work of the Indiana commission is set forth by years in the following summary:

STATISTICS OF WORK DONE BY THE INDIANA LABOR COMMISSION, 1897 TO 1904.

Year ended—	Interventions in disputes on initiative of—					Interventions—		Total strikes and lockouts in State. (a)
	Commission.	Employers.	Work people.	Both parties.	Total.	Before strike or lockout.	After strike or lockout.	
October 31, 1897 (b).....	8	1	.....	.....	9	.....	9	38
October 31, 1898.....	18	1	6	.....	25	2	23	42
October 31, 1899.....	19	.....	3	1	23	.....	23	37
October 31, 1900.....	21	1	3	.....	25	.....	25	66
September 30, 1901 (c).....	18	1	3	1	23	d 2	21	(e)
September 30, 1902.....	15	.....	.....	1	16	.....	16	(e)
September 30, 1903.....	16	.....	1	.....	17	.....	17	(e)
September 30, 1904.....	9	.....	1	.....	10	.....	10	(e)
Total.....	124	4	17	3	148	4	144	.....

Year ended—	Cases of informal investigation only.	Conciliation cases.			Arbitrations (successful).
		Successful.	Unsuccessful.	Total.	
October 31, 1897 (b).....	4	4	1	5	.....
October 31, 1898.....	2	17	5	22	1
October 31, 1899.....	5	14	4	18	.....
October 31, 1900.....	5	7	13	20	.....
September 30, 1901 (c).....	7	10	5	15	f 1
September 30, 1902.....	6	6	4	10	.....
September 30, 1903.....	8	4	5	9	.....
September 30, 1904.....	8	1	1	2	.....
Total.....	45	63	38	101	2

* Sixteenth Annual Report of United States Commissioner of Labor, pp. 69, 550. Figures are for calendar years.

^b Four and one-half months.

^c Eleven months.

^d Strike occurred later in one case.

^e Not reported.

^f Arbitration procedure on submission by workers alone.

Not a little of the time of the Indiana labor commission during the years 1899 to 1903 was consumed in the fulfillment of duties outside of its chief function of State conciliator and arbitrator in industrial disputes. By an act of 1899^(a) weekly payment of wages was required of all employers in Indiana. The enforcement of this law lay with the State factory inspector, but one clause provided that the

^a Laws of 1899, chap. 124.

labor commission might, after notice and hearing, exempt from the requirement of weekly payments any employer whose employees preferred a less frequent payment of wages if in the commission's opinion the interest of the public and the employees would not suffer thereby. This law was finally declared unconstitutional by the supreme court of Indiana, but during the years 1899 to 1903, while it was in force, 84 cases under it came before the labor commission, whose report for 1899 and 1900 noted that the investigation and decision of such cases had involved for the commission many miles of travel and many conferences with employers and employed.

MISSOURI.

Under the Missouri law of 1901 a board of mediation and arbitration was appointed in May of that year. Two biennial reports of this board set forth its work up to the close of 1904, and therefrom the following summary of the various cases acted upon, by years, has been compiled:

STATISTICS OF WORK DONE BY MISSOURI BOARD OF MEDIATION AND ARBITRATION, 1901 TO 1904.

Year ended November 30—	Total cases reported.	Number of interventions—					
		Before strike or lockout.	After strike or lockout.	On initiative of—			
				Board.	Employers.	Work people.	Both parties.
1901 (a) . . .	8	—	8	7	1	—	—
1902	14	(b) 1	13	11	1	2	—
1903	30	(b) 1	29	26	3	—	1
1904	5	—	5	4	—	1	—
Total.	57	(b) 2	55	48	5	3	1

Year.	Number of cases of—							Total settlements.	
	Preliminary action only.	Conciliation.		Arbitration (successful).	Decision on submission by one side, resulting in—		Independent investigation and decision by board, resulting in—		
		Successful.	Unsuccessful.		Settlement.	No settlement.	Settlement.		No settlement.
1901 (a).....		1	3	2	1	1		4	
1902.....	1	5	3	3	1	1		9	
1903.....	11	4	7	2	1	3	2	9	
1904.....			3		1	1		1	
Total.	12	10	16	7	4	6	2	23	

* Seven months.

* Settled by conciliation without strike or lockout.

In addition to the above, mention should be made of one case of intervention—in May, 1903—not described in detail in the report. The board's statement is simply that in view of the fact that the labor situation in St. Louis appeared to be threatening a meeting was held there and conferences had with a number of labor leaders and employers, with the result that "we believe some troubles which threat-

ened were amicably adjusted by the men and their employers as the result of these conferences." Except for this one instance it would appear that the cases summarized above include all the work done by the board.

The most notable feature of the work of the Missouri board is the frequent use of the method of formal hearing of evidence and rendering of a decision or opinion as a means of inducing settlements, such procedure in one form or another having been adopted in one-third of the total number of interventions reported. In seven such cases the procedure was arbitration in regular form with submission by both parties, all of the seven cases being strikes, in but one of which was work resumed pending the decision, though all seven disputes were terminated by the decisions when rendered.

In 10 cases the board conducted hearings and rendered decisions when only one of the parties was willing to submit to the board's arbitration. In three of these it was the employers and in seven the work people who expressed their willingness to submit the case to decision by the board, but both parties submitted evidence at the hearings in all of these cases save twice, when the employers refused to give testimony, and possibly one other instance in which this point is not clear from the report, though apparently both sides gave evidence in this case also. Four of these one-sided arbitrations resulted in a settlement of the dispute, twice as the result of immediate acceptance of the board's findings by the employers who had declined arbitration and twice by agreement of the parties following the rendering of the decision, once explicitly with the board's findings as the basis of agreement and once apparently as direct result of the decision, though the parties made their own terms. In the other six cases of submission by one side only no settlement was effected, three times through rejection of the decision by the party which declined arbitration, once because both parties rejected the findings, and twice because the procedure was blocked as result of the refusal of the employers to testify.

Twice it appears that the board investigated disputes and rendered a decision or finding independently of any submission by the parties, and in both instances such decision led to an immediate settlement by the parties, once through prompt acceptance by the employer of a finding favorable to the employees and once by a conference of parties, as recommended by the board. Not less notable than the two cases in which the investigation was carried out to a decision is another case (in 1903), in which the expressed intention of the board to make such an investigation definitely caused the parties to get together and settle their dispute, for which purpose they asked a postponement of the first hearing by the board. This case is counted in the summary above as settled by conciliation.

The inclination of the Missouri board to use freely its authority for purposes of arbitration or investigation makes all the more significant the decision of the supreme court of the State in 1904 (noted in the analysis of State laws, *supra*, p. 596), which deprived the board of its power to compel the presence and testimony of witnesses. The special power for this purpose in the amendment of 1903 was given the board upon its own recommendation made in its first report, the special occasion therefor having been apparently the board's experience in the very first dispute in which it intervened in 1901. The work people had agreed to arbitration by the board, but the employers refused on the ground that the law creating the board was unconstitutional. When the board attempted to proceed without the employers' submission, the latter's witness refused to testify and was committed for contempt. Upon habeas corpus proceedings the case was taken to the circuit court in Kansas City, where the law was upheld, but with doubts expressed as to the constitutionality thereof, and the decision was given against the employers expressly in order that the case might be taken to the supreme court for decision. The employers thereupon appealed to the supreme court, but withdrew the case before a decision could be rendered, as a result of the settlement of the strike. This is the only instance reported by the board in which its powers to compel testimony was invoked until 1904, after its authority in that direction had been amplified by the 1903 amendment. Then again the board attempted to proceed after the workers alone had expressed willingness to arbitrate, and again with an appeal by the employers to the supreme court against the board's effort to compel their testimony, this time with the result that, to quote the board's second report,^(a) "these amendments, conferring upon the board the power which seemed so necessary to its efficiency, were declared unconstitutional by that tribunal." "The effect of that decision," continues the report, "has been to practically end the usefulness of this board unless it was possible for the board to induce both sides to a controversy to submit their differences to it for arbitration. Knowing how difficult it is to secure such an agreement in any case where misunderstandings have been aggravated by unwise action and unreasoning prejudice, this board has in the past six months (the balance of the official year 1904 after the supreme court decision) refrained from exercising the functions to which it was appointed." Still believing, however, in the value of such functions, the board recommended that the State constitution be so amended as to make it possible to give the board power to compel the attendance and testimony of witnesses.

^a Page 4.

THE EIGHT-HOUR LAW AND ENFORCED LABOR CONTRACTS IN THE PANAMA CANAL ZONE.

The undertaking of the construction of the Panama Canal by the Government of the United States raises certain questions as to the application of the laws of the United States to laborers and employees within the Canal Zone. Two of these questions, relative to the eight-hour law of August 1, 1892, and the enforcement of the labor contract, have recently been considered by the Attorney-General of the United States, and the following is presented as setting forth the conclusions reached:

On March 21, 1905, the Secretary of War addressed to the Attorney-General the following questions:

1. Do the provisions of the act approved August 1, 1892 (27 Stat., 340), entitled "An act relating to the limitation of the hours of daily service of laborers and mechanics employed upon public works of the United States and the District of Columbia," apply in the instance of public works constructed in territory outside of the territorial limits of the United States as they existed at the time said act was passed?

2. Do the provisions of said act apply to the office force of the Isthmian Canal Commission stationed on the Isthmus of Panama, and the employees of the government of the Canal Zone?

The opinion is prefaced by a definition of the relations of the Canal Zone to the United States and an inquiry as to legislation affecting it, from which the following is quoted:

By the act approved June 28, 1902 (32 Stat., 481), the President was "authorized to acquire * * * for and on behalf of the United States * * * perpetual control of a strip of land * * * not less than six miles in width, * * * and to excavate, construct, and to perpetually maintain, operate, and protect thereon a canal * * * ; and also jurisdiction over said strip and the ports at the ends thereof; to make such police and sanitary rules and regulations as shall be necessary to preserve order and preserve the public health thereon; and to establish such judicial tribunals as may be agreed upon thereon as may be necessary to enforce such rules and regulations." An Isthmian Canal Commission was created to enable the President to construct the canal.

By a treaty with the Republic of Panama, the ratifications of which were exchanged on the 26th day of February, 1904 (33 Stat., p. 148, Treaties), Panama granted "to the United States in perpetuity the use, occupation and control of a zone of land and land under

water," of a defined extent, for the construction of the canal. The United States acquired "all the rights, power, and authority within the zone mentioned * * * which the United States would possess and exercise if it were the sovereign of the territory * * * to the entire exclusion of the exercise by the Republic of Panama of any such sovereign rights, power or authority."

By the act of Congress approved April 28, 1904 (33 Stat., 429), it was provided that until the expiration of the Fifty-eighth Congress "all the military, civil, and judicial powers, as well as the power to make all rules and regulations necessary for the government of the Canal Zone, and all the rights, powers, and authority granted by the terms of said treaty to the United States, shall be vested in such person or persons, and shall be exercised in such manner as the President shall direct for the government of said zone and maintaining and protecting the inhabitants thereof in the free enjoyment of their liberty, property, and religion."

By a letter of the President to the Secretary of War, dated May 9, 1904, in pursuance of the authority vested in him by this act, the Isthmian Canal Commission was placed under the supervision and direction of the Secretary of War, and the jurisdiction and functions of the Commission were defined.

The President further directed that the laws of the land, with which the inhabitants were familiar, should continue in force in the Canal Zone until altered or annulled by the Commission, and enumerated certain fundamental principles of government which he required should be observed as essential to the maintenance of law and order. He gave the Commission authority to legislate on all rightful subjects of legislation not inconsistent with the laws and treaties of the United States, so far as they apply to said zone and other places.

In pursuance of this authority the Commission has enacted a considerable body of laws, none of which affects the question under consideration.

From this statement it is clear that there is nothing in the manner of the acquisition of this territory, or in any subsequent action taken, which has had the effect of putting the laws of the United States, generally, or the act under consideration, particularly, in force within the Canal Zone, and this act, therefore, is not a part of the municipal law of that region. Although the Canal Zone is now within the sovereign jurisdiction of the United States, and hence within the legislative power of Congress, Congress has not legislated for it, except so far as I have indicated, and the case stands, so far as the applicability of the act of 1892 is concerned, exactly as if the territory were beyond the legislative power of the United States.

But although Congress has no power to enact laws which shall operate beyond the jurisdiction of the United States, still it has the power to determine what shall be the length of a day's work of any and all persons employed by the Government or by contractors upon any public works undertaken by the United States anywhere. Congress may, if it chooses, fix the hours of labor on the work of the United States wherever it is conducted and make the law binding on the officers of the United States and, through the agency of a contract, upon the contractors with the United States. In other words, it may direct the action of its own officers and agents and dictate the terms of the contracts made with the Government. The law thus becomes

operative everywhere, not because it operates over territory beyond the jurisdiction of Congress, but because Congress has full jurisdiction over the officers and agents of the United States and full authority to prescribe the terms of any contract which shall be entered into by the United States. Having, then, such authority, the sole question in this case is how far Congress has exercised it in this law.

The law is then given in full, after which the Attorney-General said:

The first section of the law provides that eight hours shall be the maximum day's work "of laborers and mechanics" employed by the Government of the United States, the District of Columbia, or by any contractor or subcontractor "upon any of the public works of the United States or of the said District of Columbia." If Congress had intended to limit the hours of labor of laborers and mechanics employed by the Government anywhere, or by contractors on all the public works of the Government of the United States wherever they were undertaken, it would be difficult to find more apt words to accomplish that purpose than those which are used in this act.

It should be observed that although Congress has full legislative authority over the Territories, it did not limit the hours of labor of their employees on the public works undertaken by them through contractors. The scope of the act was not limited by the territorial jurisdiction of Congress, and it is not, therefore, coextensive with that jurisdiction. The scope of the act is, on the other hand, limited by the jurisdiction which Congress has over the subject-matter to which it was directed, which is the conduct, in respect to the employment of laborers and mechanics, of officers and agents of the United States and of the District of Columbia, and the terms of the contracts, in respect to the hours of labor of laborers and mechanics, which shall be entered into with contractors upon all public works of the United States. If the Government of the United States should itself construct the canal, certainly the laborers and mechanics employed upon it would be "employed by the Government of the United States." Nor could it be contended for a moment that the construction of a canal through territory over which the United States has sovereign jurisdiction, to the exclusion of all other powers, is not a public work of the United States, or that a contractor for such canal was not a contractor upon a public work of the United States. By the letter of the law, therefore, the hours of labor of all laborers and mechanics engaged in the construction of the canal are limited to eight hours in any one calendar day, whether employed directly by the United States or by a contractor or subcontractor with the United States.

Reference is then made to the alien contract labor law of 1885, which contains a prohibition against the importation or entrance of contract laborers to perform labor "in the United States, its Territories, or the District of Columbia." Continuing, the Attorney-General said:

If Congress had intended to include only such laborers and mechanics as were employed within the United States, its Territories, or the District of Columbia, here was apt phraseology in a statute dealing with the same subject-matter ready for its adoption. It is

significant that the language used in 1885 was omitted in 1892. * * * I can see nothing in any extraneous circumstances which would require me to write into this statute such qualifying words as were used in the act of 1885, but deliberately omitted in the act of 1892, for the purpose of carrying out some supposed intention of Congress. As I can ascertain no such intention from any circumstances to which my attention has been drawn, I do not feel at liberty to conjecture it. Accordingly, I answer your first question in the affirmative.

In answer to your second question, it is my opinion that the act of 1892 does not apply to the office force of the Isthmian Canal Commission stationed on the Isthmus of Panama, or to any of the employees of the Government who are not within the ordinary meaning of the words "laborers and mechanics."

On the receipt by the Secretary of War of the above opinion, he addressed the following additional questions to the Attorney-General, as to the application of the same law to specified classes of employees within the Canal Zone:

1. Do the provisions of said act apply to the hours of labor of "mechanics and laborers" paid by the month, particularly to that class of monthly employees whose services are necessary before and after the regular hours of work, in order to enable the ordinary mechanics and laborers to render eight hours' service?

For instance, in the machine shops certain classes of employees are paid by the month on account of the necessity of requiring them to perform each day certain services in connection with the machinery, to have the same in readiness for the workmen on arrival at the shops, and to leave the machinery in proper condition at the close of the day's work; for example, to get up steam in the morning and to clean the machinery at night. Another example would be the tool men who distribute the small tools in the morning and collect and clean them at night.

A great many instances of this character might be cited in connection with the undertaking, but these are sufficient to advise you of the practical difficulties which must be overcome.

2. Do the provisions of said act apply to the hours of labor of "mechanics and laborers" employed in the construction, maintenance, and operation of the Panama Railroad and Steamship Line?

The Panama Railroad and Steamship Line is a corporation organized and existing under the laws of the State of New York. It operates a line of steamers plying between New York and Colon, and the Panama Railroad between the cities of Colon and Panama. The United States acquired by purchase practically all of the stock of said corporation. A few shares are still in the hands of private owners, and each of the directors owns one share, so as to qualify him to act as a director, but the United States has an option on these shares, which it may exercise at any time. The bonded indebtedness of said railroad and steamship line, now outstanding, aggregates about \$4,000,000. The title to the property continues to be in the corporation, and the business continues to be done by the officers and employees of the corporation.

The Panama Railroad and Steamship Line is a common carrier engaged in commercial business, and is an important instrumentality

of commerce. The Isthmian Canal Commission avails itself of the services of the railroad and steamship line, but deals with the corporation as a separate and independent entity, and pays for its services as would a private individual. The necessities of commerce, and the volume of business arising from the construction of the canal, has induced the directors of the corporation to doubletrack the road, and largely increase its equipment. The road will continue to act as a common carrier for the general public, and will also haul and dispose of the excavation along the line of the canal, more especially at Culebra Cut. The road will also be utilized in hauling the employees to and from the location of their work. It will be necessary for engineers, firemen, and trackmen to prepare the trains for the business of the day, in advance of the regular hours of labor, and to haul the men to their work, returning them to their boarding houses in the evening, and perform the labor necessary for the proper disposition of engines, cars, etc., during the night.

The proposition seems to be: Is a common carrier subject to the provisions of the law above referred to, if while engaged in commercial business it hauls freight or passengers intended to be utilized by the United States Government, or contractor of that Government, in the construction of a public work of the United States or District of Columbia?

The operation of trains must be had with due regard to the loading and unloading of vessels whose movements are determined by tides, atmospheric conditions, and the many uncertainties of ocean navigation.

The Panama Railroad Company can not be considered as a contractor for the construction of the work. Its employment relates simply to the transportation of materials and supplies, and the excavation above referred to, and a rule which would impose the provisions of the "eight-hour law" upon that corporation would apparently impose the same provisions upon railroads in the United States that are called upon to render transportation service to the Commission.

In reply to the first question the Attorney-General said:

The act of August 1, 1892 (27 Stat., 340), applies to "all laborers and mechanics" that come within its description. It, therefore, includes persons who are paid by the month or year, as well as those who are paid by the day, if they are laborers and mechanics. On the other hand, the statute applies only to those persons who may fairly come within the description of laborers and mechanics. Beyond these general statements, it is impossible for me, consistently with the well-established rules governing the giving of opinions by this Department, to go, in answering your first question. * * *

It is believed that, giving to the words the meaning which is ordinarily accepted for them and having in mind that the act should not be extended beyond its plain terms, the Commission will have no difficulty in determining in each case as it arises whether the employee is a laborer or mechanic, or whether his duties are such as to warrant some other designation of his employment.

The answer to the second question was premised by extracts from an opinion of Chief Justice Marshall, in which the status of a State as a corporator is considered. The ruling of the Supreme Court, as

set forth in this opinion, is that "The State does not, by becoming a corporator, identify itself with the corporation. * * * It is, we think, a sound principle that when a government becomes a partner in any trading company it divests itself, so far as concerns the transactions of that company, of its sovereign character and takes that of a private citizen. Instead of communicating to the company its privileges and its prerogatives, it descends to a level with those with whom it associates itself, and takes the character which belongs to its associates and to the business which is to be transacted."

In accordance with these views, the second question was answered as follows:

The act of August 1, 1892 (27 Stat., 340), prescribes an eight-hour day for laborers and mechanics "employed by the Government of the United States, by the District of Columbia, or by any contractor or subcontractor upon any of the public works of the United States or of the said District of Columbia." Upon the facts stated by you, those who are in the service of the Panama Railroad and Steamship Line are not "employed by the United States;" they are employed by the corporation itself. Nor does the corporation appear to be "a contractor upon any public work of the United States." I am therefore of the opinion that the act in question does not apply to laborers and mechanics in the employment of the Panama Railroad and Steamship Line.

On the 15th of May, 1905, the Secretary of War addressed a communication to the Attorney-General, conveying the desires of the executive committee of the Canal Commission that the Attorney-General would formulate a series of rules or regulations, the observance of which would enable that committee, in making its contracts for the furnishing of labor, to avoid a condition of peonage under the authority of the United States. Without responding directly to the request, the Attorney-General presented a general statement of his views on the subject, leaving to the Commission the actual drafting of such rules as might be found necessary, which should accord with the principles set forth.

From the Attorney-General's opinion the following is quoted:

Your request does not refer to me any question of policy or expediency, but only leads me to consider the effect upon labor on the Isthmian Canal of the thirteenth amendment to the Constitution of the United States, the first section of which is as follows:

"Neither slavery nor involuntary servitude, except as a punishment for crime whereof the party shall have been duly convicted, shall exist within the United States, or any place subject to their jurisdiction."

This is the only provision in the Constitution which expressly extends to every place subject to the jurisdiction of the United States. There is no room for debate or occasion for interpretation of doubtful words. Wherever the jurisdiction of the United States extends there the prohibitions of this article accompany it. By the treaty with the

Republic of Panama, the ratifications of which were exchanged on the 26th day of February, 1904 (33 Stat., 2234), the United States acquired the land known as the Canal Zone and "all the rights, power and authority within the zone mentioned * * * which the United States would possess and exercise if it were the sovereign of the territory * * * to the entire exclusion of the exercise by the Republic of Panama of any such sovereign rights, power or authority." By this treaty the Canal Zone became subject to the jurisdiction of the United States and therefore this amendment is in force there. Its prohibitions are self-executing in the sense that they render all laws, contracts, customs, usages, and practices in violation of them null and void.

* * * It is enough to say that the thirteenth amendment is in force there, and must be observed in the employment of all persons. It therefore becomes necessary to consider the meaning of this constitutional provision. The word "slavery" is used in it as descriptive of the chattel slavery which once existed in this country. That any such condition would be established by any officer of the United States is so inconceivable that it need receive no attention. But the words "involuntary servitude" are much broader than slavery, and include within their meaning many forms of service which can not properly be described as slavery. * * *

* * * A laborer may agree to serve for a specified time, and is liable for damages for the breach of his contract, and may, in certain extreme cases, be made by law punishable for the willful abandonment of his labor. But when he is held by compulsion of law or force to complete the labor which he has engaged to perform, he is thereby held in a condition of involuntary servitude. A laborer may agree to reside in a specified place, to perform only specified work, and to remain in the territory a specified time, but if he is compelled by force to comply with his obligations in these respects he, while thus under compulsion, is in a condition of involuntary servitude.

In the employment of labor upon the canal the utmost care should be taken to exclude the conditions which have been indicated as those of involuntary servitude or any other conditions of like effect or tendency. This care should be exercised not only in making the contracts to which the United States is a party, but in scrutinizing the contracts, usages, and practices between those who agree to furnish contract labor to the United States and the laborers themselves. What rules, regulations, officers, and inspectors may be needed in order that the employment of labor may not be violative of the thirteenth amendment may well be left to the discretion of the Commission.

It may be added that at the date of this publication no such rules have been found needful, the supply of volunteer labor from the adjacent territory and from the West Indies having thus far proved sufficient to meet the needs of the Commission, and no importation agreements have been as yet considered.

RECENT REPORTS OF STATE BUREAUS OF LABOR STATISTICS.
MASSACHUSETTS.

Thirty-fourth Annual Report of the Bureau of Statistics of Labor.
March, 1904. Charles F. Pidgin, Chief. xix, 436 pp.

This report consists of four parts, as follows: Part I, "Race in industry," 130 pages; Part II, "Free employment offices in the United States and foreign countries," 83 pages; Part III, "Social and industrial condition of the Negro in Massachusetts," 105 pages; Part IV, "Labor and industrial chronology for the year ending September 30, 1903," 107 pages.

RACE IN INDUSTRY.—The object of this study was to ascertain to what extent and in what manner persons of foreign descent have fitted themselves into the industrial life of Massachusetts. The study was based on the returns made by the latest State and Federal censuses. Only productive industries are included, meaning not simply those which produce or manufacture articles, but also those which supply the persons following them with a livelihood. The presentation is made up of 13 productive classes of occupations, with 115 subdivisions, and shows (1) occupations of persons of specified descent, by sex, with classifications by classes and subdivisions of productive industries; (2) recapitulation of the foregoing, for the State, by classes of occupations only, with percentages, and (3) a recapitulation for the State, by sex and occupation classes, showing also native born for Massachusetts and "other States," and foreign born by specified countries and "other countries."

In the analysis of the facts brought out by the study is the following:

The fact is plain that the strong industrial condition of Massachusetts has been secured and is held not by the labor of what is called the "native stock," but by that of the immigrants from all climes, who have left their native lands to seek here opportunities for financial advancement and political and religious liberty.

FREE EMPLOYMENT OFFICES.—This report on the free employment offices of the United States and foreign countries was prepared in compliance with an act of the legislature of 1903 directing the bureau of labor to consider the expediency of establishing in the State of Massachusetts free employment offices, and, further, to report such

information as it could obtain in respect to such offices in other States and countries, and to offer such recommendations as it deemed proper concerning the establishment of like offices in the State.

The information secured from the 13 States having free employment offices is presented under four general heads, viz, (1) laws of the States; (2) organization, number of officers, amount of appropriations, etc.; (3) work of the offices, applications for help, persons supplied with situations, etc.; (4) reports and opinions of officers in charge of free employment offices. The report respecting free employment offices in foreign countries embraces Austria, Belgium, Canada, Denmark, France, Germany, Great Britain, New South Wales, and New Zealand.

It is stated that the reports from the 13 States which have established free employment offices show that the offices have been uniformly successful, and in foreign countries the results seem to have been as successful as in the United States. The conclusion is reached that it would appear to be good public policy for the State to establish free employment offices to assist the unemployed in obtaining work. Recommendations are submitted as to the method of establishment, organization, and management of such offices by the State.

SOCIAL AND INDUSTRIAL CONDITION OF THE NEGRO IN MASSACHUSETTS.—The subjects treated in this part of the report are the early history and condition of the Negro in Massachusetts, population, occupations, vital statistics, ownership of farms and homes, pauperism and crime, education, and churches and social organizations, together with data regarding a recent conference at Tuskegee, Ala. The occupations and social statistics were obtained for 8,335 persons in 8 cities, whose Negro population in 1900 was 14,140. The canvass for births, marriages, and deaths included 37 cities and towns whose Negro population in 1900 was 26,932, or 84.23 per cent of the total Negro population of the State. The presentations are purely statistical, and no deductions are made respecting the social equation of the white and black races.

LABOR AND INDUSTRIAL CHRONOLOGY.—This chronology for the year ending September 30, 1903, presents for the different cities and towns of the State information relative to strikes and lockouts, wages and hours of labor, trade unions, industrial changes, and workingmen's benefits. At the end of the chronological presentation is a reprint of the labor laws enacted in 1903.

During the year covered by the chronology there were 217 labor disputes in the State, 10 of which were lockouts. The total number of disputes showed a decrease of 59 over the preceding year. The largest number of strikes and lockouts, viz, 47, occurred in the building trades, followed by boot and shoe workers with 29, textile operatives with 28, laborers with 17, and metal workers with 12. The

question of wages alone entered into 79 of the total number of strikes and lockouts. As to results of strikes and lockouts, 56 succeeded, 60 were compromised, 90 failed (44 where men were reinstated and 46 where places were filled), 8 were pending at the close of the period, and of 3 the results were not reported. In 133 strikes and lockouts, involving 28,709 workmen, the total working time lost was 1,316,859 days.

The information pertaining to wages and hours of labor gives the principal instances of increases in wages and changes in working time for the different cities and towns of the State; that for trade unions gives new organizations formed during the year, and the action of unions with respect to the principal propositions which they indorsed or disapproved; that for industrial changes gives new incorporations, new constructions, extensions, and improvements in existing manufacturing plants, changes in management of plant, etc.; and that for workingmen's benefits gives brief accounts of the action of employers for the benefit of their employees, of various movements intended to improve the conditions of wage earners, and of bequests or gifts from whatever source intended primarily to improve industrial conditions.

MICHIGAN.

Twenty-first Annual Report of the Bureau of Labor and Industrial Statistics, including the Eleventh Annual Report of the Inspection of Factories. 1904. Scott Griswold, Commissioner. xiv, 589 pp.

In addition to factory, store, hotel, tenement-house, and coal-mine inspection, the work of women inspectors, and labor laws (359 pages), the following subjects are presented in this report: Statistics of cities and villages, 9 pages; manufacture of paper, 7 pages; beet-sugar industry, 26 pages; manufacture of beer, 6 pages; manufacture of pickles, 6 pages; butter and cheese industry, 44 pages; production of copper and iron, 31 pages; penal and reformatory institutions, 21 pages; mediation and arbitration, 10 pages; organized labor, 34 pages; important special industries, 20 pages; successful industrial business firms, 16 pages.

MANUFACTURE OF PAPER.—During 1903 a canvass was made of 29 paper mills of the State, which represented an aggregate capital investment of \$4,190,221. Four of the mills were conducted by individuals, 2 by firms, and 23 by corporations. The average daily wages of 2,190 male employees was \$1.71, and of 467 female employees \$0.93. The value of all paper manufactured in 1902 amounted to \$6,211,975.

BEEET-SUGAR INDUSTRY.—The 19 beet-sugar factories of the State represent an aggregate cost of \$12,866,000. In 1903 there were 643,358 tons of beets used, from which 135,793,627 pounds of sugar were made.

During the year the plants were in operation an average of 66 days, and employed 1,082 skilled laborers at an average wage of \$2.92 per day, and 3,425 common laborers at an average wage of \$1.76 per day, or a total of 4,507 persons at an average wage of \$2.04 per day.

MANUFACTURE OF BEER.—Returns from a canvass of the 69 breweries of the State showed that 18 were operated by individuals, 8 by firms, and 43 by corporations, and that the capital invested aggregated \$5,704,000. The value of product for 1903 amounted to \$3,983,980. An average of \$2.41 for a day averaging 8.6 hours was paid to 887 employees.

BUTTER AND CHEESE INDUSTRY.—In 1903 there were 166 creameries in operation in the State, representing an invested capital of \$689,790. In 1902 15,557,999 pounds of butter were manufactured, valued at \$3,344,053, and employment was given to 404 persons at an average monthly wage of \$40.90. In 1903 there were 150 cheese factories in operation, representing an invested capital of \$286,212. In 1902 14,044,575 pounds of cheese valued at \$1,473,517 were manufactured, and employment was given to 298 persons at an average monthly wage of \$40.26.

PRODUCTION OF COPPER AND IRON.—This chapter consists of a brief history of the copper and iron mines of the Upper Peninsula, together with a general account of existing economic and social conditions. Brief reports of each of the 28 copper mines and of the 51 iron mines give number and occupation of employees, cost per month for board, medical and surgical attendance, etc., number of fatal accidents, underground conditions, and production for the year 1902. The average wages per day in copper mines was \$2.14, and in iron mines \$2.11.

MEDIATION AND ARBITRATION.—During the year 1903 the State court of mediation and arbitration intervened or offered its services in the settlement of 16 labor disputes. In order to increase the efficiency of the court the State legislature in 1903 passed the following act: "It shall be the duty of the mayor of any city, the supervisor of any township, or the president of any village to promptly furnish, or cause to be furnished to the court provided for in this act, information of the threatened or actual occurrence of any strike or lock-out within his jurisdiction."

ORGANIZED LABOR.—A canvass by the bureau secured returns from 589 unions, or about 90 per cent of all the unions in the State, whose membership on July 1, 1903, aggregated 43,069. The average daily wages for all unions reporting in 1902 was \$2.41, and in 1903 the average was \$2.50, an increase of 9 cents. Of the 589 unions, 230 reported hours of labor shortened and 359 hours of labor not shortened; 420 reported differences settled by arbitration, and 169 differences settled otherwise; 331 reported having agreements with em-

ployers, and 258 having no agreements; 520 reported having no strikes during the year, and 69 having strikes, of which 55 resulted favorably to unions, 4 unfavorably, 4 were compromised, and 6 were still pending. The sum of \$24,099.30 was paid out in strike benefits during the year by the 141 unions reporting the payment of such benefits; by the 219 unions having sick benefit funds there was paid out during the year the sum of \$25,099.30 for such benefits. Summaries of suggestions of the unions as to needed legislation are presented.

SPECIAL INDUSTRIES.—The concluding chapters of the report are devoted to accounts of some of the special industries of the State, and brief descriptions of 26 firms engaged in various manufacturing enterprises. Among the industries given special mention are the manufacture of Portland cement, the growth and manufacture of flax, the growth and manufacture of chicory, the Solvay process of making soda ash, the products of gypsum, the manufacture of grape juice, sandstone brick, automobiles, cut glass, etc., and the canning of peas and corn.

MINNESOTA.

Ninth Biennial Report of the Bureau of Labor of the State of Minnesota. 1903-4. John O'Donnell, Commissioner. Vol. I, 639 pp.; Vol. II, 458 pp.

The subjects presented in this report are: State institutions, 59 pages; child labor, 23 pages; the junk and rag industry, 14 pages; women wage-earners, 50 pages; business openings in Minnesota, 6 pages; electric street railways, 8 pages; electric light and power stations, 11 pages; retail drug stores, 13 pages; meat markets and butcher shops, 13 pages; factory inspection, 8 pages and 452 pages (Vol. II); accidents to labor, 13 pages; strikes and lockouts, 16 pages; court decisions, 14 pages; labor organizations, 59 pages; mines and quarries, 25 pages; railroad organizations 7 pages; wage statistics, 236 pages.

CHILD LABOR.—This chapter contains a general review of the conditions of employment of children in the various industries of the State. Conditions for the years 1902, 1903, and 1904 may be expressed in the following summarized statement: There was employed in 1902, in all industries, trades, and vocations, 1 child to 91 adults; in 1903, 1 child to 113 adults, and in 1904, 1 child to 148 adults. In the manufacturing and mechanical industries there was employed in 1902, 1 child to 110 adults; in 1903, 1 child to 135 adults, and in 1904, 1 child to 192 adults. In nonmanufacturing establishments there was employed in 1902, 1 child to 48 adults; in 1903, 1 child to 59 adults, and in 1904, 1 child to 65 adults.

The number of wage-earners and of children under 16 years of age employed in manufacturing and in nonmanufacturing industries in which children are employed is shown in the table following:

NUMBER OF CHILDREN UNDER 16 YEARS OF AGE EMPLOYED AS WAGE-EARNERS IN ESTABLISHMENTS EMPLOYING CHILDREN, 1902, 1903, AND 1904.

Industry.	1902.		1903.		1904.	
	Total persons employed.	Children under 16 years employed.	Total persons employed.	Children under 16 years employed.	Total persons employed.	Children under 16 years employed.
Manufacturing.....	83,232	747	94,189	691	97,536	506
Nonmanufacturing.....	15,959	328	16,820	281	17,549	265
Total.....	99,191	1,075	111,009	972	115,085	770

THE JUNK AND RAG INDUSTRY.—This presentation shows the number of persons employed, volume of business done, and conditions under which labor is performed in the junk and rag industry of the State.

In St. Paul about 400 people find employment through the handling (collecting, sorting, and shipping) of 50,000 tons of junk; in Minneapolis, between 400 and 500 people in the handling of 100,000 tons, and in Duluth about 90 people in the handling of 25,000 tons. In the State it is estimated that there are 1,500 people engaged in the industry, and they and their families, making 7,500 people, depend upon the collection of waste for a living.

WOMEN WAGE-EARNERS.—Under this title are given the results of an inquiry relative to female wage-earners in stores, factories, and shops in Minnesota. There were developed by the inquiry the sanitary and other conditions surrounding their labor, their hours of work, what they earn, cost of living, etc., and why store and factory employment is preferred to domestic. It is estimated that there are employed in the stores and factories of St. Paul approximately 6,000 women and girls, 7,000 in Minneapolis, and 16,000 in the entire State.

BUSINESS OPENINGS IN MINNESOTA.—Under this caption is presented a list of 151 villages and towns, giving for each village and town its population in 1900, on what railroad situated, and the nature of the industrial and mercantile opportunities offered.

ELECTRIC STREET RAILWAYS AND LIGHT AND POWER STATIONS.—The information relating to these utilities in Minnesota is reproduced from bulletins issued by the United States Department of Commerce and Labor.

RETAIL DRUG STORES AND MEAT MARKETS.—The inquiry into the condition of wage-earners employed in these branches of trade embraces the working time and wages of 1,090 persons employed in 412 retail drug stores and of 1,925 persons employed in 574 retail meat

markets. In both drug stores and meat markets the hours of employment on week days ranged in most cases reported from 10 to 15, while the hours on Sunday were so varied that little attempt at classification was made. In drug stores the wages of registered pharmacists ranged from \$52 to \$100 per month and of registered assistants from \$25 to \$50 per month. From the returns it would seem that the wages paid meat cutters and butchers ranged from \$30 to \$100 per month.

ACCIDENTS TO LABOR.—The State bureau of labor, during the year from October 1, 1902, to September 30, 1903, received reports of 1,154 accidents, 117 of which were fatal; during the year from October 1, 1903, to September 30, 1904, the bureau received reports of 881 accidents, 53 of which were fatal.

STRIKES AND LOCKOUTS.—Under this head are given brief accounts of 49 labor disputes occurring in the State during 1903 and 21 during 1904.

COURT DECISIONS.—During the years 1903 and 1904 there were numerous decisions given in the various courts of the State which had a direct bearing on the interests of wage-earners. Several decisions of the most general interest are reproduced.

LABOR ORGANIZATIONS.—Statistics of labor organizations in the State for the year 1904 are presented in this section. Tables show, by localities, names of organizations, with date of organization and membership; hours of labor per day and per week; average daily wages of male and female members, how paid, increase in wages since 1902, and decrease in hours of labor since organization; and monthly dues, and character and amount of benefit features of organizations. The State as a whole showed an increase in number of organizations, but a decrease in membership, there being, in 1904, 318 organizations, with a membership of 25,432, as compared with 297 organizations in 1902, with a membership of 28,338. The decrease in membership was largely due to the failure of two strikes, one being that of the flour-mill employees in Minneapolis and the other that of the packing-house employees in South St. Paul, which practically disrupted the unions interested and indirectly affected affiliated organizations. The foregoing statistics do not include railway organizations and delegate bodies.

For railway organizations a directory of the 68 lodges and divisions is given, showing name and location, and address of secretary. The membership in 1904 was, for Brotherhood of Locomotive Engineers, 1,060; Brotherhood of Locomotive Firemen, 1,403; Order of Railway Conductors, 838, and Brotherhood of Railroad Trainmen, 1,432. This is an increase over 1902 of 5 divisions and lodges and 1,118 members. There are also tables showing time worked and wages for the year ending June 30, 1903, for engineers, firemen, conductors, and trainmen on the various railroads of the State.

STATISTICS OF MANUFACTURES.—This presentation of the statistics of manufactures is based on returns secured for the year 1902 from 1,811 establishments, 1,753 representing 88 specified industries and 58 grouped as unclassified. The facts are set out in nine tables, which show management of establishments, capital invested, value of materials and of products, number of employees, wages and earnings, daily hours of labor, days establishments were in operation during the year, proportion of business done, and a special presentation of the foregoing facts for nine principal industries. Additional tables show for the year the aggregate quantities of specified articles of stock used, with their aggregate cost value, and the aggregate quantities of specified articles of goods made, with their aggregate selling value.

Of the 1,811 establishments, 1,809 reported \$327,148,806 capital invested; 1,802 establishments reported value of materials used at \$298,918,930, and value of products at \$501,797,405. The average number of employees in all establishments was 217,929. A total of \$101,800,338 was paid in wages during the year, and the average yearly earnings of employees were \$467.13. For the total establishments considered, the average days in operation for the year were 289.70, the average hours worked per day 9.72, and the average proportion of business done of total capacity was 77.76 per cent.

The table following presents, by sex, the total number of persons employed in 1902 in all industries (1,811 establishments) at the specified weekly rates of wages:

EMPLOYEES OF EACH SEX IN ALL INDUSTRIES (1,811 ESTABLISHMENTS), BY CLASSIFIED WEEKLY RATES OF WAGES, 1902.

Classified weekly wages.	Males.	Females.	Total.
Under \$5	16,755	22,401	39,156
\$5 or under \$6	7,177	11,334	18,511
\$6 or under \$7	8,345	8,758	17,103
\$7 or under \$8	16,131	6,159	22,290
\$8 or under \$9	16,195	4,044	20,239
\$9 or under \$10	24,912	2,660	27,572
\$10 or under \$12	25,182	2,556	27,738
\$12 or under \$15	27,887	1,528	29,415
\$15 or under \$20	28,416	539	28,955
\$20 or over	12,481	65	12,546
Total	183,481	60,044	243,525

The table following, embracing 38 selected industries, is presented in order to show how the product of industry is divided between capital and labor, or, in other words, what proportion goes to the workmen in the form of wages and what proportion is reserved by the employer to meet all other charges against the business, including a fair profit for himself. In brief, it may be stated that the industry product is the selling value of the goods or articles made, less the cost value of the materials used, or the value created above the cost value of stock or materials used.

AMOUNT AND PER CENT OF INDUSTRY PRODUCT DEVOTED TO WAGES AND TO PROFIT AND OTHER EXPENSES IN 38 SELECTED INDUSTRIES.

Industries.	Estab-lish-ments.	Per-sons em-ployed.	Industry product.	Amount paid in wages.	Profit and expenses.	Industry product per em-ployee.	Per cent of in-dustry product devoted to—	
							Wages.	Profit and ex-penses.
Artisans' tools	35	1,733	\$1,643,915	\$914,973	\$728,942	\$948.59	55.66	44.34
Boilers	13	1,324	1,386,803	742,693	644,110	1,047.43	53.55	46.45
Brewing (beer, ale, and porter)	32	1,869	8,945,889	1,624,151	7,321,738	4,786.45	18.16	81.84
Brick and terra cotta	58	5,341	4,254,893	2,285,746	1,969,147	796.65	53.72	46.28
Carpets and rugs	9	1,557	975,870	552,405	423,465	626.76	56.61	43.39
Chemical products	42	5,004	7,557,909	2,411,856	5,145,513	1,510.27	31.91	68.09
Cigars and tobacco	31	4,029	6,435,660	1,297,386	5,138,274	1,597.33	20.16	79.84
Cotton goods	28	4,611	2,285,552	1,339,945	945,607	495.67	58.63	41.37
Drawn wire and wire cloth	6	4,638	3,467,477	2,723,336	744,141	747.02	78.54	21.46
Electrical appliances	25	4,397	4,862,838	2,063,791	2,799,047	1,105.94	42.44	57.56
Food products	24	2,001	2,555,076	841,481	1,713,595	1,276.90	32.93	67.07
Foundry (iron)	39	4,852	4,062,657	2,629,583	1,433,074	837.32	64.73	35.27
Furnaces, ranges, and heaters	15	1,530	2,283,794	1,008,254	1,275,540	1,492.68	44.15	55.85
Glass (window and bottle)	22	6,138	3,992,834	3,174,566	818,268	650.51	79.51	20.49
Hats (felt)	25	6,726	4,683,275	3,000,987	1,682,288	696.29	65.36	34.64
High explosives	8	1,239	1,963,428	628,842	1,334,586	1,584.69	32.03	67.97
Jewelry	79	2,821	4,022,307	1,672,917	2,349,390	1,425.84	41.59	58.41
Knit goods	11	1,369	679,361	377,878	301,483	496.25	55.62	44.38
Leather	62	5,259	5,533,219	2,606,743	2,926,476	1,052.14	47.11	52.89
Lamps	8	3,235	2,219,467	1,166,733	1,052,734	686.08	52.57	47.43
Machinery	95	15,674	14,450,507	9,365,484	5,085,023	921.94	64.81	35.19
Metal goods	61	5,519	3,808,782	2,235,150	1,515,632	620.12	60.21	39.79
Oil cloth (floor and table)	8	887	1,072,994	423,484	649,510	1,209.69	39.47	60.53
Oils	12	3,010	6,983,648	1,816,904	5,176,744	2,323.47	25.98	74.02
Paints	8	617	772,803	299,590	473,213	1,252.52	38.77	61.23
Paper	33	1,959	2,694,930	943,208	1,751,722	1,375.67	35.00	65.00
Pig iron	3	623	508,618	310,063	198,585	816.40	60.96	39.04
Pottery	34	3,872	3,709,306	2,271,873	1,437,433	957.98	61.25	38.75
Rubber goods	33	4,549	4,722,313	2,116,255	2,606,058	1,038.10	44.81	55.19
Shoes	34	4,061	2,615,610	1,586,207	1,029,403	644.08	60.64	39.36
Shirts	21	2,941	1,588,082	877,622	710,460	539.98	55.23	44.74
Silk (broad and ribbon)	123	21,445	10,775,616	8,835,402	7,940,214	782.26	52.67	47.33
Silk dyeing	20	3,900	2,800,030	1,819,185	980,845	717.96	64.97	35.03
Steel and iron (structural)	19	3,318	2,959,555	1,789,273	1,170,282	891.97	60.46	39.54
Steel and iron (bar)	7	1,157	817,603	554,514	263,089	706.66	67.82	32.18
Steel and iron (forging)	12	2,680	2,731,907	1,601,970	1,129,937	1,019.37	58.64	41.36
Watches, cases, and material	10	2,101	1,686,737	1,126,079	560,658	802.83	66.76	33.24
Woolen and worsted goods	26	8,438	5,353,624	2,926,268	2,427,356	634.47	54.66	45.34

STEAM RAILROADS.—For the year ending June 30, 1903, the seven railroads in the State employed 38,363 persons for an average of 297 days per person, each working an average of 10.5 hours per day. The total paid in wages amounted to \$21,923,260, the average wages per day being \$1.92 and the yearly earnings \$571.47. Four of the companies reported the number of employees injured during the year as 1,891. The injuries of 83 resulted in death.

FRUIT AND VEGETABLE CANNING.—In 1902 the 52 canneries in operation in the State reported an invested capital of \$1,035,482. They gave employment to 7,361 work people—2,891 males and 4,470 females. Fifty-one of them paid out in wages a total of \$367,100. The selling value of the product of 51 was \$2,164,299.

THE NEGRO IN MANUFACTURING AND MECHANICAL INDUSTRIES.—This section of the report constitutes an inquiry into the extent to which Negroes are employed in the manufacturing and mechanical industries of the State. Also, as a help to an understanding of the capacity of Negro boys for skilled or semiskilled employment, an inquiry was made as to their aptness and ability in manual training schools.

Inquiries were sent to 475 establishments, including all the largest ones in each of the principal industries. Replies were received from 398 establishments, employing 128,412 persons, a number considerably in excess of 50 per cent of the total employed in all kinds of manufacturing in the State. It was found that only 83 establishments employed Negro labor in any capacity. These 83 employed 38,364 persons, of whom 963 were Negroes, 234 being either skilled or semiskilled workers and the remaining 729 being common laborers, stablemen, or team drivers. Inquiry was also made as to the attitude of organized labor toward the Negro as a workman and colaborer. The majority of answers indicate a readiness to receive applicants on equal terms, without regard to color. Few Negroes were found to be members of unions, however, as it is apparent that they would be admitted only because of the necessity of guarding against the reductions of wages following their competition as nonunionists.

COST OF LIVING.—This is a continuation of the presentation of previous years and shows the retail prices of 49 items of food and other commodities in the principal markets in all counties of the State in the month of June, 1903. Comparisons with retail prices in 1898 are also given, showing a decrease of 6.1 per cent for the year 1903 on the list of articles presented.

CHILD LABOR.—This inquiry respecting child labor in New Jersey is confined to a study of the social and industrial conditions of 938 children (485 males and 453 females) employed in the principal factory towns. A summary of the more important facts developed by the inquiry shows that the average age at time of starting to work was 13.6 years; at the time the census was made, 15.2 years for males and 15.3 for females. The average working hours per day were 9.6 for males and 9.9 for females, while the average weekly earnings for both were \$4.22. Of the total employed, 21 males were regularly apprenticed. The average time at school before starting to work was 4.2 years. There were 94.7 per cent of the children who could read, 84.3 per cent who could read and write, and 78.4 per cent who could read, write, and calculate; 38 per cent were in attendance at night schools. The parents of 55 per cent were foreign born and of 45 per cent native born. Only 7 out of the total reported their work as a kind which required them to carry heavy loads; 33 per cent reported having to stand continuously while at work.

LABOR LEGISLATION AND DECISIONS OF COURTS.—This consists of a reproduction of the labor legislation enacted at the session of 1903 and extracts from recent (1902-3) decisions of the New Jersey courts on cases affecting the interests of labor.

LABOR CHRONOLOGY.—This record is for the year ending September 30, 1903. During the period there were 115 corporations created for manufacturing purposes, 106 reporting capital stock amounting to \$21,672,000; 62 new buildings were erected and equipped for manufacturing purposes and 79 old plants more or less enlarged; 14 industrial plants (none employing less than 100 persons) were moved into New Jersey from other States; 8 manufacturing plants were permanently closed and 10 closed for a considerable period; 75 plants suffered from fire, some being totally destroyed; wages were increased voluntarily in amounts ranging from 5 to 25 per cent in 24 establishments; 560 employees were injured while at work, of which number 76 died from the injuries received; there were 52 new labor unions established; 120 strikes of greater or less duration occurred during the year, of which 48 were for an increase of wages, 14 for a reduction in the hours of labor, 13 against the employment of non-union men, 9 to compel recognition of union, 8 against reduction of wages, and the remainder for other causes.

RECENT FOREIGN STATISTICAL PUBLICATIONS.

AUSTRIA.

Die Arbeitszeit in Handelsbetrieben mit Ausschluss des Detail-Warenhandels. Auf Grund einer Umfrage bei Kaufmännischen Genossenschaften und Vereinen herausgegeben vom k. k. Arbeitsstatistischen Amte im Handelsministerium. 1903. xix, 103 pp.

In conformity with a resolution adopted by the permanent labor council at its session held October 28, 1902, to consider a measure presented by the Government relative to a proposed amendment to the industrial code providing for regular hours of rest and noon intermissions for certain classes of employees in mercantile establishments, the Austrian bureau of labor statistics, in the early part of 1903, made an investigation into the hours of labor of persons employed in mercantile establishments conducting a wholesale business, private banking establishments, and shipping and express agencies.

The investigation was conducted by means of schedules of inquiry prepared by the bureau and transmitted to the chambers of commerce and industry, mercantile organizations, and mercantile employees' associations in the principal towns and cities of Austria. Information was received from the officers of these organizations concerning establishments located in 60 different cities of Austria ranging in population from 1,297 in the case of Nowosielitza Bukowina, to 1,674,957 in Vienna. It relates to the hours of labor of employees grouped according to the following classification: (1) Salaried employees, such as bookkeepers, cashiers, clerks, salesmen, commercial travelers, etc.; (2) apprentices; (3) subordinate employees, such as porters, packers, messengers, hostlers, drivers, servants, etc.

The returns show that mercantile establishments engaged exclusively in the wholesale business were generally found only in the larger cities. In smaller cities such establishments were frequently, and in some places entirely, conducted in connection with retail departments.

In establishments engaged in the wholesale business only, the hours of labor of salaried employees, exclusive of intermissions, ranged mostly between 7 and 10 per day. In general, the hours were short-

est in the large cities, especially in Vienna, where they were reported as short as 6 and $6\frac{1}{2}$ per day, with the 7 and 8 hour day largely predominating. In wholesale establishments with retail departments the hours of employees in the wholesale branch were usually affected by the longer hours of employees in the retail section, the hours being frequently as long as 12 and 13 per day.

As a rule, the hours of apprentices in wholesale establishments were of the same duration as the hours of salaried employees. Cases, however, were reported where the hours of apprentices were of longer duration, due to their beginning work earlier in the morning, to briefer periods of intermissions, or to later hours in the evening. Hours of shorter duration were noted in cases of apprentices attending the continuation schools.

With regard to the hours of subordinate employees, only a few instances were found where they were shorter than the hours of salaried employees. They were usually longer, owing to the fact that the character of the work required them to be on duty earlier and later than the clerks and officials. In some cases their intermissions were also shorter for the same reason. In Vienna the hours of this class of employees ranged from $6\frac{1}{2}$ to $12\frac{1}{2}$, although hours in excess of 10 per day were exceptional. A similar ratio of increase over the hours of salaried employees prevailed in other cities, the hours generally ranging between 8 and 12 per day, with a few exceptional cases reporting 13 hours or over.

The returns showed that in a great majority of cases the noon intermission was from one to two hours in length. In 17 localities additional recesses during the morning and afternoon were reported. The total duration of these additional recesses did not exceed one hour, and in the majority of cases was thirty minutes or less.

The hours of labor on Sundays were, as a rule, restricted to conform to the provisions of the law and the local regulations governing Sunday labor. In some localities, especially in Vienna, Gratz, Prague, Klagenfurth, Reichenberg, Brünn, and Trieste, many establishments were entirely closed on Sunday, either during the entire year or only during the summer months. In cases where Sunday labor was reported the hours were usually from 8 or 9 a. m. to 11 a. m. or 12 m. Only in rare instances did they exceed 5 hours.

On holidays the hours of labor were generally less restricted than on Sundays, but they were rarely as long as on other week days.

In 37 cities a temporary increase in the regular number of hours was reported at certain seasons of the year. The increase was usually influenced by special conditions prevailing in the business in which the establishments were engaged and occurred most frequently before the Easter and Christmas holidays and at periods of taking inven-

tories. As a rule, the increase lasted only a few days, seldom exceeding 2 or 3 hours on any one day, and it applied, as a rule, only to employees directly affected by the special conditions requiring extra hours. A reduction from the usual hours was reported in 17 cities, the reduction usually occurring during the dull season or on Saturdays.

The returns show that, as a rule, the shortest hours of labor were found to prevail in the banking institutions. In a majority of cases the hours of salaried employees ranged from 6 to 8, only a few instances being reported where they exceeded 9 hours per day. The hours of subordinate employees usually corresponded with those of salaried employees, being slightly longer in a few cases on account of the character of the employment. On Sundays and holidays labor was either entirely or partially suspended. In the latter case work was limited to the morning hours. In some establishments employees worked in turns on alternate Sundays.

The working hours in shipping and express agencies were usually somewhat longer than the hours prevailing in wholesale mercantile establishments or banking institutions. Salaried employees were in no case engaged less than 8 hours per day, while 9 to 11 hours predominated in a majority of cities. Only one instance, however, was reported in which the hours were as long as 12½ per day. The hours of apprentices were, as a rule, of the same duration as the hours of salaried employees, except that in a few isolated cases they were from one-half to 1 hour longer. For subordinate employees the hours were rarely less than 9 per day. In the majority of cases they ranged from 10 to 11 and over, with several instances of 12 and 13 hours, especially in the case of drivers and hostlers. As regards Sunday and holiday labor or the temporary increase or decrease of hours during certain seasons of the year, the same conditions generally prevailed as in the cases of wholesale mercantile establishments.

Leaves of absence of 2 to 30 days' duration were given in some establishments regularly, in others only on request during the dull season, in cases of sickness, or for special reasons, the duration of the leave frequently depending on the length of the term of service of the employee and the character of employment, the data relating to this subject indicating that persons employed in banking institutions were more favorably treated than those employed in the other classes of establishments.

FINLAND.

Industri-Statistik 18. År 1901. Förra delen. Bergshandtering och Maskin-industri; Mynt- och Kontrollverket. Senare delen. Fabrik-er och Handtverkerier. Bidrag till Finlands Officiella Statistik. XVIII. ix, 56 pp. x, 127 pp.

This is the eighteenth annual report on industrial statistics in Finland, and covers the year 1901. The first part relates to the mining and metal-working industries and to coinage, and the second part to factory and hand-working industries. Each part contains an analysis and summary of the statistics, followed by detailed tables showing the facts for each industry and for each district.

The following table shows, for the year 1901, the number of establishments in the mining and metal-working industries, the number of employees, and the value of the product:

ESTABLISHMENTS, EMPLOYEES, AND VALUE OF PRODUCT OF THE MINING AND METAL-WORKING INDUSTRIES OF FINLAND, 1901.

Trade or industry.	Establish-ments.	Em-ployees.	Value of product.
Blacksmithing and fine iron working.....	801	2,035	\$548,062.10
Coppersmithing.....	69	339	142,839.50
Shot making.....	1	11	12,467.80
Type founding.....	2	4	1,891.40
Engraving.....	1	5	1,659.80
Gold and silver smithing.....	78	380	245,708.30
Brass founding.....	22	102	37,268.30
Gilding, plating, and enameling.....	12	115	51,067.80
Galvanizing.....	1	39	22,002.00
Tin and sheet-iron working.....	129	687	284,906.00
File cutting.....	6	27	7,990.20
Metal-card making.....	9	22	8,106.00
Needle and fishhook making.....	5	27	5,365.40
Ship and boat building.....	4	144	44,274.20
Watch and clock making.....	156	390	110,280.20
Organ building.....	12	90	31,188.80
Musical-instrument making.....	4	7	1,088.40
Optical-instrument making.....	6	28	8,974.50
Electrical-apparatus making.....	4	38	51,357.90
Total metal working in factories and handicraft trades.....	1,322	4,460	1,617,108.40
Mines, foundries, machine shops, and state railway shops.....	101	12,759	7,182,624.31
Total mining and metal-working industries (a).....	1,423	17,219	8,799,732.71

* Not including bog iron-ore extraction, which was valued at \$99,305.06.

The following table shows the number of establishments, the value of the products, and the number of employees in the factory and hand-working industries other than the metal trades since 1891:

TOTAL ESTABLISHMENTS, VALUE OF PRODUCT, AND NUMBER OF EMPLOYEES IN INDUSTRIES OTHER THAN MINING AND METAL WORKING, 1891 TO 1901.

Year.	Establish-ments.	Employ-ees.	Value of products.	Year.	Establish-ments.	Employ-ees.	Value of products.
1891.....	5,478	49,467	\$27,699,836	1897.....	6,165	64,927	\$41,359,599
1892.....	5,623	47,250	26,901,947	1898.....	6,331	73,857	46,132,465
1893.....	5,580	46,085	26,435,976	1899.....	6,581	83,844	49,904,491
1894.....	5,825	47,783	28,387,175	1900.....	6,677	80,556	55,465,702
1895.....	6,012	53,185	31,362,472	1901.....	6,795	78,636	52,170,425
1896.....	6,054	59,182	36,179,375				

The following table shows the number of employees and the gross value of the product of each of the industrial groups for the years 1900 and 1901, together with the per cent of increase:

NUMBER OF EMPLOYEES AND VALUE OF PRODUCT, BY GROUPS OF INDUSTRIES, 1900 AND 1901.

Industries.	Employees.			Value of product.		
	1900.	1901.	Increase (+) or decrease (-).	1900.	1901.	Increase (+) or decrease (-).
			<i>Per cent.</i>			<i>Per cent.</i>
Stone, earthenware, glass, etc . . .	7,578	7,149	-5.7	\$2,175,043.41	\$2,111,901.73	-2.6
Chemical products	2,305	2,279	-1.1	1,663,838.72	1,740,601.38	+4.6
Leather and hides	3,514	3,327	-5.3	2,933,770.23	2,927,657.46	-.2
Textiles	11,614	10,851	-6.6	6,753,981.54	6,374,013.37	-5.6
Paper, cardboard work, and bookbinding	7,079	7,381	+4.3	5,761,069.62	6,110,208.42	+6.1
Woodworking, bone, cork, etc . . .	25,816	25,516	-1.2	17,090,882.82	14,315,463.50	-16.2
Building trades	3,736	3,634	-2.7	1,263,953.14	1,364,370.84	+7.9
Food products	11,177	10,883	-2.6	14,647,334.91	14,058,594.78	-4.0
Clothing	5,240	5,116	-2.4	1,936,752.49	1,916,088.60	-1.0
Printing and allied trades	2,497	2,500	+ .1	1,179,051.47	1,250,944.94	+6.1
Total	80,556	78,636	-2.4	55,405,702.35	52,170,425.02	-5.8

FRANCE.

Rapport sur l'Apprentissage dans l'Imprimerie, 1899-1901. Office du Travail, Ministère du Commerce, de l'Industrie, des Postes et des Télégraphes. 1902. xvi, 320 pp.

During the year 1898 the French minister of commerce decided that an investigation should be made by the bureau of labor concerning the industrial apprenticeship conditions in France, the actual status of trade instruction in workshops, and the results of the various methods employed in the training of workmen. It was found impracticable, however, to undertake such an investigation to cover all industries, and the bureau of labor therefore confined itself to apprenticeship in the printing and lithographing trades. The present volume is the result of this investigation.

The report consists of a history of apprenticeship regulation in France, with detailed statistical tables, an analysis of the tables, and an account of the method of work adopted in this investigation.

The report shows the present condition of apprentices engaged in the printing establishments visited; the proportion of apprentices to the total number of workmen employed in the various printing trades; and the age, length of service, and wages of employees, classified according to the character of their training or apprenticeship. It also contains a compilation of information furnished by trade schools for the printing trades, showing their functions and the present occupations of their graduates, and a summary of the opinions of officers of trade unions, employers' associations, and proprietors of printing establishments.

In the printing trades, as in many other trades in France, much attention is being given to a revival of the apprenticeship contract system, the establishment of an efficacious supervision over the instruction given apprentices, and the encouragement of trade courses; and on the part of the working people, to a limitation of the number of apprentices. With regard to the first and last points much has been accomplished by agreements between the employers' federation (*Union syndicale patronale*) and the federation of workmen in the printing and publishing trades (*Fédération ouvrière des travailleurs du livre*).

According to the census of March 26, 1896, there were in France on that date 56,000 persons employed in 3,500 printing and lithographing establishments, besides a considerable number of persons in these trades who employed no help. If the bookbinding, photographing, and other allied industries are included, the number of persons amounts to about 84,000, of whom 36,000 were employed in the Department of the Seine (Paris and vicinity). The statistics contained in the present report are based upon data obtained from 762 printing establishments, employing 15,500 persons. Of these establishments 194, employing 6,700, were in the Department of the Seine.

Of the 762 establishments 567 reported the existence of apprenticeship contracts. In 409 establishments the contracts were verbal, in 41 written, and in 117 the character of the contract was not reported.

In 7 establishments the terms of apprenticeship were for 1 year or under; in 2, from 1 to 2 years; in 63, from 1 to 3 years; in 19, from 2 to 3 years; in 381, 3 years; in 46, from 3 to 4 years; in 76, from 3 to 5 years; in 7, from 4 to 5 years; in 17, from 4 to 6 years; in 3, from 5 to 10 years. This inquiry was not answered by 141 establishments.

About three-fourths of the apprentices completed their terms of apprenticeship; the proportion in the Department of the Seine, however, was only about one-half. Of about 2,000 apprentices, 8 per cent were the sons of persons engaged in printing trades, 12 per cent were sons of other employees in establishments where the apprentices were indentured, and 80 per cent were sons of persons in other employments. Twenty-five apprentices had graduated from trade schools, 7 had attended trade courses, 164 had done manual work before being indentured, and 215 attended trade courses during their apprenticeship. Less than one-tenth of the apprentices were over 18 years of age.

With regard to stability of employment, it was found that of 5,847 persons who had entered upon apprenticeship in the establishments enumerated during the past 10 years, 246 did not remain in service more than 1 year—that is, quitted the establishment before they acquired the rudiments of the trade; 407 remained from 1 to 2 years; 436 from 2 to 3 years; 1,049 over 3 years; 2,394 were still in

the same establishment where they were apprenticed; 680 had left and returned to the establishment, and in the case of 635 this inquiry was not answered.

The relative number of apprentices and workmen employed varied with the different trades and with the size of the establishment. In the compositors' and pressmen's trades there were 1,182 apprentices and 5,454 workmen, or about 1 to 5. Among lithographers and transferers there were 138 apprentices and 670 workmen, or about 1 to 5. Among other employees in printing establishments there were 797 apprentices and 7,084 workmen, or about 1 to 9. The variation of this proportion with the size of the establishment is observed in the following table:

NUMBER OF APPRENTICES PER 100 COMPOSITORS AND PER 100 LITHOGRAPHERS IN FRANCE, GROUPED ACCORDING TO SIZE OF ESTABLISHMENT.

Number per establishment.	Apprentices per 100 compositors.		Apprentices per 100 lithographers.	
	Department of the Seine.	Other Departments.	Department of the Seine.	Other Departments.
1	67	78	5	25
2	42	49	22	26
3	40	39	14	28
4	30	36	53	27
5	20	34	13	20
6-10	18	27	12	24
11-20	15	18		21
21-50	6	18		18
51-100	8	11		
Over 100	15	10		

* Over 20 per establishment.

With regard to sex, it was found that where women were employed it was mostly as feeders or in accessory work, such as folding, stitching, binding, etc. Of 5,451 compositors, 476, or about 9 per cent, were females. Of the 15,333 persons enumerated, 2,973, or 19 per cent, were females.

The following tables show, for each of the five principal occupations, the number of employees reported (not including apprentices), by age groups and by length of service:

EMPLOYEES OF PRINTING AND LITHOGRAPHING ESTABLISHMENTS, OTHER THAN APPRENTICES, IN 5 PRINCIPAL OCCUPATIONS, BY AGE GROUPS.

Age (years).	Compositors.				Foremen of pressmen, printing.		Lithogra- phers, en- gravers, de- signers, and transferers.		Pressmen.		Feeders, printing and lithograph- ing.	
	Male.		Female.									
	Num- ber.	Per- cent.	Num- ber.	Per- cent.	Num- ber.	Per- cent.	Num- ber.	Per- cent.	Num- ber.	Per- cent.	Num- ber.	Per- cent.
12 to 17.....	134	3.2	71	15.3	6	1.0	18	2.4	21	5.4	91	14.4
18 to 24.....	1,068	25.6	173	37.4	88	14.3	147	20.0	99	25.5	291	46.0
25 to 44.....	2,392	57.4	206	44.7	419	68.0	429	58.3	197	50.5	220	34.7
45 to 64.....	532	12.8	12	2.6	95	15.2	131	17.8	66	17.0	30	4.7
65 or over.....	41	1.0	.....	.....	9	1.5	11	1.5	6	1.6	1	0.2
Total ...	4,167	100.0	462	100.0	617	100.0	736	100.0	389	100.0	633	100.0

EMPLOYEES OF PRINTING ESTABLISHMENTS, OTHER THAN APPRENTICES,
IN 5 PRINCIPAL OCCUPATIONS, BY LENGTH OF SERVICE.

Length of service (years).	Compositors.				Foremen of pressmen, printing.		Lithographers, engravers, designers, and transferers.		Pressmen.		Feeders, printing and lithographing.	
	Male.		Female.									
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Less than 1...	346	8	30	6.4	55	9	82	11	38	10	83	13
1 to 5.....	1,775	41	252	54.4	237	39	325	45	138	37	319	52
6 to 10.....	893	21	93	20.0	107	18	126	17	70	19	132	21
11 to 30.....	1,169	27	87	19.0	182	30	164	23	109	29	79	13
Over 30.....	108	3	1	.2	23	4	28	4	17	5	5	1
Total...	4,291	100	463	100.0	604	100	725	100	372	100	618	100

The next table shows the methods of wage payments employed in the establishments answering this inquiry:

EMPLOYEES UNDER EACH METHOD OF WAGE PAYMENT IN PRINTING AND LITHOGRAPHING ESTABLISHMENTS, BY OCCUPATIONS.

Occupation.	Employees under each method of wage payment in—								
	Department of the Seine.			Other Departments.			Total.		
	Time work.	Piece-work.	Time and piece work.	Time work.	Piece-work.	Time and piece work.	Time work.	Piece-work.	Time and piece work.
Compositors:									
Male.....	847	1,006	80	1,832	698	109	2,679	1,704	189
Female.....	11	130	.....	64	210	46	75	330	46
Foremen of pressmen, printing.....	289	2	.....	285	3	.....	574	5	.....
Pressmen.....	100	66	.....	302	8	4	402	74	4
Feeders:									
Male.....	354	59	.....	172	10	.....	526	69	.....
Female.....	8	.....	.....	443	11	.....	451	11	.....
Lithographers, etc.....	187	69	.....	531	23	1	718	95	1
Foremen of pressmen, lithographing.....	65	13	.....	47	11	.....	112	24	.....

It will be observed that with the exception of those of the female compositors and the male compositors in the Department of the Seine, the wages were mostly paid for time work. This is usually for a 10-hour day.

The table which follows shows, by age groups and principal occupations, the average wages of employees who, at the time of the investigation, were employed in the establishments where they had served their apprenticeship, and the wages of those who had received their training elsewhere.

AVERAGE DAILY WAGES OF EMPLOYEES IN PRINTING AND LITHOGRAPHING ESTABLISHMENTS, BY AGE GROUPS AND OCCUPATIONS.

Occupation.	Total wage-workers.		12 to 17 years of age.				18 to 24 years of age.			
			Apprenticed in same establishment.		Trained elsewhere.		Apprenticed in same establishment.		Trained elsewhere.	
	Num-ber.	Aver-age daily wages.	Num-ber.	Aver-age daily wages.	Num-ber.	Aver-age daily wages.	Num-ber.	Aver-age daily wages.	Num-ber.	Aver-age daily wages.
Compositors:										
Male	4,538	\$1.14	100	\$0.51	31	\$0.60	588	\$0.84	466	\$0.91
Female	459	.61	66	.34	2	.48	119	.54	49	.66
Foremen of pressmen, printing	618	1.39	4	.45	2	.48	52	.81	36	.90
Pressmen	391	1.09	12	.44	6	.56	57	.86	35	.92
Feeders	555	.86	38	.50	28	.63	135	.79	103	.81
Lithographers and transferers	757	1.29	16	.56	3	.77	69	.89	77	1.15
Foremen of pressmen, lithographing	146	1.30	2	.58			19	1.00	16	1.03

Occupation.	25 to 44 years of age.				45 to 64 years of age.			
	Apprenticed in same establishment.		Trained elsewhere.		Apprenticed in same establishment.		Trained elsewhere.	
	Num-ber.	Aver-age daily wages.	Num-ber.	Aver-age daily wages.	Num-ber.	Aver-age daily wages.	Num-ber.	Aver-age daily wages.
Compositors:								
Male	621	\$1.08	1,715	\$1.22	73	\$1.22	448	\$1.30
Female	101	.64	102	.79	4	.82	8	.76
Foremen of pressmen, printing	126	1.24	292	1.40	13	1.49	82	1.60
Pressmen	65	1.04	117	1.20	12	.97	49	1.24
Feeders	57	.91	160	.95	5	.89	23	.92
Lithographers and transferers	93	1.26	327	1.43	19	1.25	106	1.50
Foremen of pressmen, lithographing	27	1.24	57	1.48	4	1.03	17	1.56

Occupation.	65 years of age or over.				Age unknown.			
	Apprenticed in same establishment.		Trained elsewhere.		Apprenticed in same establishment.		Trained elsewhere.	
	Num-ber.	Aver-age daily wages.	Num-ber.	Aver-age daily wages.	Num-ber.	Aver-age daily wages.	Num-ber.	Aver-age daily wages.
Compositors:								
Male	4	\$1.03	35	\$1.06	38	\$1.15	419	\$1.49
Female					6	.77	2	.77
Foremen of pressmen, printing	1	1.16	8	1.20			2	1.33
Pressmen	1	.77	5	1.47	1	.68	81	1.07
Feeders			1	.58	1	.68	3	.74
Lithographers and transferers	1	1.21	9	1.55	19	1.31	18	1.31
Foremen of pressmen, lithographing	1	.58					3	1.47

It will be observed that in almost every case the average daily wages of persons trained elsewhere were higher than the wages of persons who remained in the establishments where they had served their apprenticeship. While the number of persons over 44 years of

age was relatively small, the wages of persons in the age group 45 to 64 years were in most cases higher than those in any other age group.

The report further shows that in general, at least in the Department of the Seine, workmen in the printing industry who have graduated from trade schools or have attended trade courses are better paid than other workmen.

The schools for the printing trades at present in existence in France are of four kinds, namely: (1) Those organized and conducted as public institutions, of which 1 is in Paris, 1 in Montévrain, 1 in Lisle, and 1 in Nîmes; (2) schools and courses organized by trade associations, of which there were 2 by employers in Paris, and 8 by trade unions, namely, 1 each in Paris, Lyon, Grenoble, Marseille, Toulouse, Bordeaux, Nantes, and Havre; (3) trade courses organized in printing establishments, of which there was 1 each reported in Paris, Dôle, Poitiers, and Havre; (4) trade schools and courses organized by charitable and religious societies, of which there were 5 in Paris and 1 each in Asnières, Auteuil, Bordeaux, Ile St. Honorat, Lisle, Marseille, Montpellier, Nice, and St. Étienne. A school at Paris and one at Autun prepare females for printing trades. The schools above enumerated are not all exclusively devoted to the printing and lithographing trades, but many of them teach other trades also.

The responses of trade unions, employers' associations, and individual employers to inquiries agree that there is a decline in trade instruction. Among the reasons given the most frequent are the influence of machinery and the specialization of work. Another reason given is that parents do not care to pay the cost of an apprenticeship, but, on the contrary, want their children to earn wages as soon as possible. As a result the young persons learn the rudiments of the work, but do not become finished workmen. The existence of many small establishments where the work is of an inferior grade and is largely done by apprentices, and the desire for cheap labor on the part of larger establishments, have resulted in an excessive number of apprentices, and as a consequence the latter do not obtain the training necessary for good workmen. In the lithographing trade employers complain that the lack of good workmen is due to the limitation placed by employees upon the number of apprentices. Another complaint is that the trade schools turn their best pupils toward more intellectual careers. Owing to the decline in the standard of apprenticeship and the excessive number of apprentices, with the consequent overstocking of the labor market and insufficient wages, workmen in the printing trade rarely have their children adopt their own vocation, and as a result the children do not have the benefit of the experience and direction of their parents.

The custom of signing written contracts is rapidly disappearing. Some employers say that they do not want written contracts because apprentices do not carry out their part of the agreement and there are no practicable means for enforcing compliance on the part of the apprentice. In accordance with an agreement made between the federations of the employers and of the employees in the printing trades concerning compositors, all beginners in this trade are considered as apprentices, with the exception of young persons whose occupations consist exclusively of unskilled manual labor. The workmen seem to be desirous of extending this arrangement to the other printing trades.

Inquiries concerning the most satisfactory apprenticeship conditions elicited a considerable variety of opinions. In the printing trade proper some employers and most employees responding to the inquiry appear to favor the mixed system of placing apprentices in establishments and requiring them to attend complementary trade courses in school. Special trade schools are regarded unfavorably by many employers, because, they claim, the graduates are too pretentious, even though their training is deficient, and because the teachers are inclined to confine the instruction to the special work with which they are most familiar. On the other hand, some employers consider the trade school as preferable to the workshop, because the owner of the shop does not have the time properly to look after the instruction of the apprentice. At any rate, it is claimed that even if the trade schools are useful it is only in the large centers that apprentices can derive profit from them. Among partisans of the shop apprenticeship some prefer the small shops and others the large ones. In small shops, it is claimed, the apprentice is better guided and is treated more paternally, but he has less opportunity to familiarize himself with a large variety of work. In the large establishment he has less supervision, but his trade instruction is more varied and extensive.

There were 40 employers of printing establishments who responded in favor of and 22 against trade schools; 4 declared exclusive shop apprenticeship defective, while 91 preferred it. Only a few employers expressed their opinions concerning the mixed system, and of these 12 were in favor of and 17 against it. The workmen seemed mostly to favor the mixed system. The trade unions generally refrained from expressing their opinions upon the trade schools, the lithographers, however, having declared against them.

Taken all in all, the employers and employees do not seem to have any settled opinions, this being doubtless due to the fact that the efficacy of any system of apprenticeship depends largely upon the manner in which it is applied.

GERMANY.

Erhebung über die Arbeitszeit in gewerblichen Fuhrwerksbetrieben.
Veranstaltet im Sommer 1902. Drucksachen des Kaiserlichen Statistischen Amts, Abteilung für Arbeiterstatistik, Erhebungen Nr. 2. Berlin, 1904. cxii, 173 pp.

This report gives the results of an investigation conducted by the German commission of labor statistics in June, 1902, into the hours of labor of persons employed as teamsters or drivers and stablemen in establishments engaged in the business of operating omnibus lines, hacks, carriages, stagecoaches, furniture vans, baggage express, etc.

The investigation was limited to establishments regularly employing at least one person rendering services for wages. An estimate made by the commission, based upon the industrial census of 1895, placed the number of such establishments at about 29,000. Establishments in which only the proprietor or members of his family were engaged in the occupations under consideration were excluded. Schedules of inquiry were sent to the various States of the Empire for distribution among the cities, towns, and rural communities. Of these 3,143 were returned in such condition as to be available for tabulation. A number of establishments made returns for the summer months only. Hence in the tables given the returns for the summer and for the winter months are mostly given separately. For this purpose, the summer months include the period from April 1 to September 30, and the winter months the rest of the year. Of the available schedules returned, 51.9 per cent had been filled out by employers and 48.1 per cent by employees. The total number of persons employed in the establishments reported was 24,119. Of this number 18,433 were employed as teamsters and drivers, 3,925 as stablemen, and the remaining 1,761 in office work. Classified according to age, 18,197 teamsters and drivers and 3,858 stablemen were over 16 years of age and 236 teamsters and drivers and 67 stablemen were under 16 years of age. The following two tables show the number of establishments and the number of teamsters, drivers, and stablemen over 16 years of age grouped according to the hours of labor, including periods of rest:

NUMBER OF ESTABLISHMENTS AND TEAMSTERS AND DRIVERS OVER 16 YEARS OF AGE EMPLOYED, GROUPED ACCORDING TO HOURS OF LABOE PER DAY.

Hours of labor per day.	Summer months.			Winter months. ^(a)		
	Estab-lish-ments.	Team-sters and drivers over 16 years.	Per cent of team-sters and drivers.	Estab-lish-ments.	Team-sters and drivers over 16 years.	Per cent of team-sters and drivers.
10 or under	15	34	0.2	140	386	2.2
12 or over 10	252	1,443	7.9	883	3,557	19.6
14 or over 12	1,545	8,808	48.9	1,373	8,919	49.1
16 or over 14	1,038	5,927	32.6	521	3,781	33.8
18 or over 16	237	1,850	10.2	140	1,474	8.1
Over 18	27	45	.2	23	39	.2
Total	3,114	18,197	100.0	3,080	18,156	100.0

* 34 establishments employing 41 persons were in operation during the summer months only.

NUMBER OF ESTABLISHMENTS AND STABLEMEN OVER 16 YEARS OF AGE EMPLOYED, GROUPED ACCORDING TO HOURS OF LABOR PER DAY.

Hours of labor per day.	Summer months.			Winter months.		
	Estab-lish-ments.	Stable-men over 16 years.	Per cent of stable-men.	Estab-lish-ments.	Stable-men over 16 years.	Per cent of stable-men.
10 or under	7	8	0.2	29	45	1.2
12 or over 10	104	657	17.0	208	1,107	28.7
14 or over 12	362	2,389	61.9	274	1,897	49.1
16 or over 14	110	724	18.8	84	747	19.4
18 or over 16	41	74	1.9	29	57	1.5
Over 18	5	6	.2	4	4	.1
Total	629	3,858	100.0	628	3,857	100.0

Of the stablemen, 61.9 per cent, and of the teamsters, 48.9 per cent, worked from 12 to 14 hours per day in the summer, and 49.1 per cent of the stablemen as well as of the teamsters worked from 12 to 14 hours per day in the winter season.

Of the persons working what may be considered as comparatively short hours—namely, 12 per day or less—the proportion of stablemen was greater than that of the teamsters both in the summer and in the winter season. In general, a larger proportion of teamsters and drivers worked 12 hours per day or less in towns or villages of under 2,000 population than in the large cities. The same is true in the case of stablemen in the winter season.

In general, the proportion of employees working 12 hours or less was greater in the small establishments—that is, those employing from 1 to 3 persons each—than it was in the larger establishments.

Of the 18,197 adult teamsters and drivers for whom returns were received, 3,941 were engaged during the summer months in the transportation of passengers—that is, on omnibus lines, hacks, carriages, and stagecoaches—and 3,916 during the winter months. These are grouped according to hours of labor and according to the class of service in the following table:

NUMBER AND PER CENT OF DRIVERS, OVER 16 YEARS OF AGE, ENGAGED IN THE TRANSPORTATION OF PASSENGERS, WORKING A SPECIFIED NUMBER OF HOURS, BY CLASS OF SERVICE.

Actual number.

Class of service.	Summer months.						Winter months.					
	10 hrs. or under.	12 or over 10 hrs.	14 or over 12 hrs.	16 or over 14 hrs.	18 or over 16 hrs.	Over 18 hrs.	10 hrs. or under.	12 or over 10 hrs.	14 or over 12 hrs.	16 or over 14 hrs.	18 or over 16 hrs.	Over 18 hrs.
Public omnibus lines	-----	80	7	118	995	2	-----	80	7	116	994	2
Public hacks	3	444	792	455	86	2	21	489	907	281	69	2
Carriages	1	15	326	24	15	-----	11	167	182	13	4	-----
Stagecoaches	5	25	177	81	66	1	5	32	169	83	66	1
Hotel omnibuses	-----	4	20	86	88	22	3	4	20	87	81	20

Per cent.

Public omnibus lines	-----	6.6	0.6	9.8	82.8	0.2	-----	6.7	0.6	9.7	82.9	0.1
Public hacks	0.2	24.9	44.5	25.5	4.8	.1	1.2	27.6	51.3	15.9	3.9	.1
Carriages	.3	3.9	85.6	6.3	3.9	-----	2.9	44.3	48.3	3.4	1.1	-----
Stagecoaches	1.4	7.3	49.7	22.8	18.5	.3	1.4	9.0	47.5	23.3	18.5	.3
Hotel omnibuses	-----	1.8	9.1	39.1	40.0	10.0	1.4	1.8	9.3	40.5	37.7	9.3

The foregoing table shows that the duration of the hours of work per day varies greatly with the class of service. Thus in establishments which observe regular fixed time schedules or whose operations depend upon the arrival and departure of railway trains, the hours are longer than in establishments which operate independently of such schedules. This is strikingly illustrated in the case of the public omnibus lines. Of 1,202 drivers engaged in this service in the summer season, 997, or 83 per cent, were employed over 16 hours per day, and 1,115, or 92.8 per cent, over 14 hours per day. Only 6.6 per cent of the public omnibus drivers were employed 12 hours or less per day. In general, the table shows that of each class of drivers employed in the summer more than 16 hours per day, the public omnibus drivers are represented by 83 per cent, the hotel omnibus drivers by 50 per cent, the stagecoach drivers by 18.8 per cent, the hack drivers by 4.9 per cent, and the carriage drivers by 3.9 per cent. In the winter season the relative hours of labor were very nearly the same.

The number of young persons employed during the summer season as drivers and stableboys was only 1.36 per cent of the total number of both classes of employees reported. In the winter season the proportion was 1.35 per cent. The majority of the young persons were employed in large establishments with more than 20 employees, their hours of labor ranging between 8 and 12 hours per day, exclusive of periods of intermission. Of the drivers 70.8 per cent were thus employed from 8 to 12 hours per day during the summer months and 69.8 per cent during the winter months. Of the stableboys 77.6 per cent were employed from 8 to 12 hours per day during the summer months and 67.1 per cent during the winter months.

With regard to Sunday and holiday labor, the returns show that work on these days was performed by 17,841 teamsters and drivers and 2,836 stablemen, including persons under 16 years of age. Comparing these figures with the total number of employees of each class for which returns were received, it is found that of the teamsters and drivers only 592, or 3.2 per cent, and of the stablemen 1,089, or 27.7 per cent, were entirely exempted from labor on these days. As a rule the hours for each class of employees were shorter on Sundays and holidays than on week days. For 9,617, or 52.2 per cent, of the teamsters and drivers and 1,426, or 36.3 per cent, of the stablemen the Sunday and holiday labor did not exceed six hours.

The data relating to the housing of the employees show that 3,855, or 17.5 per cent, of the adults and 40, or 13.2 per cent, of the young persons under 16 years of age resided with their employers. Of the adults, 2,930, or 13.3 per cent, received board in addition to lodging, the remaining 925, or 4.2 per cent, received only lodging. The number of adults who merely boarded with their employers was comparatively small, being 362, or 1.6 per cent.

The report shows that the relative number of employees who boarded and lodged with their employers increased as the population of the community in which they were employed decreased. While in cities with a population of 100,000 or over only 2.6 per cent of the adult employees received board and lodging from their employers, the number of such persons employed in communities of less than 2,000 population is represented by 71.2 per cent. Similar conditions are found to prevail when reference is made to the size of establishments. While in establishments with 21 or more employees, only 1.1 per cent of the adult employees boarded and lodged with their employers, the number of such persons employed in establishments with only one employee was 56.5 per cent.

Die Fortschritte der amtlichen Arbeitsstatistik in den wichtigsten Staaten. Erster Theil. Beiträge zur Arbeiterstatistik Nr. 1. Bearbeitet im Kaiserlichen Statistischen Amt, Abteilung für Arbeiterstatistik. 1904. viii, 212 pp.

This publication is Part I of the first of a series of monographs to be issued by the division of labor statistics of the German imperial statistical bureau, and relates to the development of official labor statistics in the United States, Great Britain and Ireland, France, Belgium, Austria, and the German Empire.

The report gives for each of the countries named a brief outline of the official statistical work undertaken before the organization of the regular bureau of labor statistics, an account of the causes and of the several steps which led to the establishment of the latter, and a

description of its present organization. This is followed in each case by a list and a concise review of the publications of the bureau from the time of its organization to the year 1903, and a review of the publications of other official authorities and commissions concerning labor.

GREAT BRITAIN.

Directory of Industrial Associations in the United Kingdom in 1903.

Published by the Labor Department of the British Board of Trade.
193 pp.

The present volume is the third edition of the *Directory of Industrial Associations*, and brings the information up to the end of July, 1903. The first and second editions were published in 1899 and 1901, respectively.

The directory gives the title of each organization and the name and address of the secretary. The organizations are arranged according to their character and in most cases according to the industries to which they pertain. With regard to character they are classified as follows: Employers' associations, trade unions, trades councils, federations of trade unions, federations of trades councils, trade union congresses, conciliation and arbitration boards and joint committees, free labor associations, central cooperative associations, workmen's cooperative distributive societies, workmen's cooperative productive societies, cooperative agricultural societies, cooperative credit banks, and friendly societies. The employers' associations include only those which are concerned with matters relating to the employment of labor, associations having purely commercial or technical objects being excluded.

DECISIONS OF COURTS AFFECTING LABOR.

[This subject, begun in Bulletin No. 2, has been continued in successive issues. All material parts of the decisions are reproduced in the words of the courts, indicated when short by quotation marks, and when long by being printed solid. In order to save space, matter needed simply by way of explanation is given in the words of the editorial reviser.]

DECISIONS UNDER STATUTORY LAW.

EMPLOYERS' LIABILITY—RAILROAD COMPANIES—FELLOW-SERVANT LAW—LOGGING RAILROAD—*Lodwick Lumber Company v. Taylor*, *Court of Civil Appeals of Texas*, 87 *Southwestern Reporter*, page 358.—This case arose under the Texas statute abolishing the common-law rule as to fellow-servants on railroads and street railways (Art. 4560f, Civ. Stat., 1897). The lumber company owned and operated, purely in connection with its business and not as a common carrier, a few miles of road, a locomotive, and some logging and lumber cars, and the case hinged on the application of the above statute to such a road.

Taylor was acting as brakeman on this road when he received the injuries for which this action was brought, and judgment had been in his favor in the district court of Marion County. This judgment was, on appeal, reversed on errors of no special interest. The court ruled, however, that the fellow-servant law applied to the road in question. With reference to this point, Judge Eidson, speaking for the court, said:

Appellant's insistence is that the words, "a railroad," as used in article 4560f (*supra*), relate only to such railroads as are common carriers, and that the reason for the enactment of this article in favor of employees of railroads was the interest the public had in the continuous operation of these agencies. We do not think appellant's contention is sound, nor is the reason it advances in support of same. We think the principal and paramount reason for the enactment of the article under consideration was the protection of the employees of persons or corporations operating railroads, by encouraging and making it to the interest of such persons or corporations to procure competent, safe, and reliable persons to operate their cars, locomotives, and trains. This evidently is the view of our supreme court as to the reason upon which said article was based. Judge Brown, delivering

the opinion of that court in *Railway Co. v. Howard* (Tex. Sup.; 80 S. W., 229), uses this language:

"If we consider the perilous position of men while actually engaged in the work of operating trains, and their attitude toward other employees, whether upon the same trains or not, which renders it very difficult to protect themselves against the negligence of others, the discrimination appears to be just as a provision for such employees and their families, if injured, and a wise policy, tending to excite the diligence of their employers to procure safe and reliable persons to perform the work affecting the safety of train service."

The reason for the enactment of this statute excludes the idea that the legislature did not intend it to apply to all railroads, but intended to limit its application only to such railroads as are common carriers. The service in the operation of railroads that are common carriers is no more dangerous than that in the operation of other railroads. While the persons or corporations operating railroads which are not common carriers may not be entitled to the privileges which are possessed by those that are common carriers, they are liable for all injuries resulting from their negligence to property or persons by the operation of such railroads. (1 Wood's R. R. Law, sec. 2; 1 Elliott on Railroads, sec. 1.)

In treating of the construction to be placed upon words in employers' liability acts, it is stated in Elliott on Railroads (vol. 3, sec. 1338), that where a municipal corporation hired a railroad train, and used it on a temporary track constructed on its own property, it was held to be engaged in operating a railroad, and that it was liable, as the operator of a railroad, to an employee who received an injury while riding on the train. And in support of this statement a number of decisions of the supreme court of Massachusetts are cited. The State of Massachusetts has a statute giving an employee in the service of a railroad company a right of action where, "by reason of the negligence of any person in the service of the employer, who has the charge or control of any signal, switch, locomotive engine, or train upon a railroad, the employee, or in case the injury results in death, the legal representatives of such employee, shall have the same right of compensation and remedies against the employer as if the employee had not been an employee of, nor in the service of the employer, nor engaged in its work." (St. Mass. 1887, ch. 270, sec. 1, subd. 3.) And the supreme court of that State, in passing upon the meaning of the words "a railroad," as used in that statute, in the case of *Coughlan v. City of Cambridge* (Mass.) (44 N. E., 218), say:

"At the time of the accident the defendant was engaged, by means of a locomotive and train, and hands to manage the same, hired by it from the Fitchburg Railroad, in transporting gravel from one portion to another of certain premises held and owned by it in connection with its waterworks, for the purpose of improving the same. The track was laid by, and with the exception of the ties belonged to, the railroad, and was to be removed by it when the work was finished. The improvement which the defendant was engaged in making was for its own benefit and on its own premises; and when the relation of master and servant exists between employer and employee, as it did here between the plaintiff and defendant and others engaged in the work, we see no reason why St. 1887, ch. 270, should not apply to the city or town. The track was a short and temporary affair, and the

use of it and of the locomotive and cars was to continue only for a short time, but we think that it was a railroad, within the meaning of the act."

We conclude that the words "a railroad," used in said article 4560f, apply to and include the railroad operated by appellant, as shown by the record in this case.

EMPLOYERS' LIABILITY—RAILROAD COMPANIES—STATUTE LIMITING HOURS OF SERVICE—CONSTRUCTION—CONTRIBUTORY NEGLIGENCE—*Smith v. Atchison, Topeka and Santa Fe Railway Company, Court of Civil Appeals of Texas, 87 Southwestern Reporter, page 1052.*—This was an action by A. E. Smith to recover damages for injuries received while in the service of the railway company above named as engineer. The injury was received in the Territory of Arizona. A law of the Territory prohibits the employment of certain classes of railroad employees, including engineers, for more than sixteen consecutive hours, except in cases of casualty or actual necessity, without allowing an interval of nine hours for rest. An agreement was also alleged to be in existence between the railroad company and its engineers to the effect that after sixteen hours' service an engineer could register and claim eight hours' actual rest before again going to work.

According to the evidence, Smith registered for eight hours' rest on May 1, 1903, after nearly seventeen hours' continuous service, and went to his home. He was soon sent for by the master mechanic of the road and asked to take out a train. Smith protested, saying he needed rest, but on the representation of the master mechanic that the run would require not more than five or six hours, he agreed to go. The run actually occupied a much longer time, due in part to the alleged negligence of the company in employing an incompetent telegraph operator. On the return, after more than thirty-one hours' service, the train on which Smith was working collided with another train on the company's road, the accident being caused by the failure of Smith to run his train on a siding, which failure he alleged was due to his unavoidable drowsiness caused by his unlawful employment for a period almost twice as long as that prescribed by statute.

Judgment in favor of the railroad company was rendered in the district court of El Paso County, Tex., from which an appeal was taken, with the result that the judgment of the lower court was affirmed. The grounds for this affirmance and the construction of the statute in question are presented in the following extracts from the opinion of the court, which was delivered by Judge Fly:

The allegation that the laws of Arizona prohibit railway companies from working their employees for more than sixteen consecu-

tive hours, except in case of casualty or actual necessity, and also provide a fine for a violation, would not excuse the contributory negligence of appellant [Smith], which arose from his working for such a length of time that he was unfitted for business. He knew his physical condition far better than the railway company could know it, and can not excuse his carelessness in falling asleep on his engine while it was standing on the main track by the fact that he was requested by the master mechanic to take out a train after he had been at work for about seventeen hours. Neither is it any excuse to say that he was detained longer on the trip than he expected to be by the carelessness of a telegraph operator. It may have been a violation of the statute upon the part of the appellee to require appellant to work over sixteen hours, unless there was actually necessity for it, and in case others had been injured through the violation of law appellee would doubtless be held liable; but appellant voluntarily acted with appellee in the violation of the statute, and will be held to have assumed all risks arising from such act. The allegations fail to show that there was no actual necessity for requiring the extra work.

Appellant in this case was a skillful engineer, and does not allege that he did not fully appreciate the dangers of running an engine for so long a time as he did. There is no allegation showing that appellant was compelled to make the trip that he did, but it appears that he was requested to go, and was induced to consent by a representation that it would take only six hours to make the trip. He alleged that he was detained three hours at Pinta, and there is nothing to show that he could not have slept, or did not sleep, there while so delayed.

The petition presents a clear case of appellant having been hurt through his own negligence in stopping his engine on the main line instead of taking a siding, as he should have done.

The judgment is affirmed.

PEONAGE—CONSTITUTIONALITY OF STATUTE—SCOPE OF LAW—*Olyatt v. United States, United States Supreme Court, 25 Supreme Court Reporter, page 429.*—This case was before the Supreme Court on a writ to the circuit court of appeals for the fifth circuit to review a judgment of conviction for violation of the law against peonage in the circuit court for the northern district of Florida. The judgment was reversed on account of lack of evidence to support the indictment, but the constitutionality of sections 1990 and 5526, Revised Statutes, under which the action was brought, was affirmed. These sections provide for the abolition of peonage in New Mexico and in other Territories and States of the Union and fix penalties for violation of the statute.

The following is quoted from the opinion of the court, as delivered by Justice Brewer:

The constitutionality and scope of sections 1990 and 5526 present the first questions for our consideration. They prohibit peonage. What is peonage? It may be defined as a status or condition of

compulsory service, based upon the indebtedness of the peon to the master. The basal fact is indebtedness. But peonage, however created, is compulsory service—involuntary servitude. The peon can release himself therefrom, it is true, by the payment of the debt, but otherwise the service is enforced. A clear distinction exists between peonage and the voluntary performance of labor or rendering of services in payment of a debt. That which is contemplated by the statute is compulsory service to secure the payment of a debt. Is this legislation within the power of Congress? It may be conceded, as a general proposition, that the ordinary relations of individual to individual are subject to the control of the States and are not intrusted to the General Government; but the thirteenth amendment, adopted as an outcome of the civil war, reads:

“SEC. 1. Neither slavery nor involuntary servitude, except as a punishment for crime whereof the party shall have been duly convicted, shall exist within the United States, or any place subject to their jurisdiction.

“SEC. 2. Congress shall have power to enforce this article by appropriate legislation.”

This amendment denounces a status or condition, irrespective of the manner or authority by which it is created.

It is not open to doubt that Congress may enforce the thirteenth amendment by direct legislation, punishing the holding of a person in slavery or in involuntary servitude except as a punishment for crime. In the exercise of that power Congress has enacted these sections denouncing peonage, and punishing one who holds another in that condition of involuntary servitude. This legislation is not limited to the Territories or other parts of the strictly national domain, but is operative in the States and wherever the sovereignty of the United States extends. We entertain no doubt of the validity of this legislation, or its applicability to the case of any person holding another in a state of peonage, and this whether there be a municipal ordinance or State law sanctioning such holding. It operates directly on every citizen of the Republic, wherever his residence may be.

Section 5526 punishes “every person who holds, arrests, returns, or causes to be held, arrested, or returned.” Three distinct acts are here mentioned—holding, arresting, returning. The disjunctive “or” indicates the separation between them, and shows that either one may be the subject of indictment and punishment. A party may hold another in a state of peonage without ever having arrested him for that purpose. He may come by inheritance into the possession of an estate in which the peon is held, and he simply continues the condition which was existing before he came into possession. He may also arrest an individual for the purpose of placing him in a condition of peonage, and this whether he be the one to whom the involuntary service is to be rendered or simply employed for the purpose of making the arrest. Or he may, after one has fled from a state of peonage, return him to it, and this whether he himself claims the service or is acting simply as an agent of another to enforce the return.

PUBLIC CONTRACTS—USE OF STONE DRESSED OUTSIDE THE STATE—CITY ORDINANCE—CONSTITUTIONALITY—*Allen v. Labsap et al.*, *Supreme Court of Missouri*, 87 *Southwestern Reporter*, page 926.—This was an action to enforce a lien for street improvements in the city of St. Louis, the cost of which was assessed against abutting property. Among the defenses offered by the protesting owners was an objection to an ordinance which requires all dressed rock, granite, or stone used in public works to be dressed within the State of Missouri, the defendants claiming that the ordinance is unconstitutional.

The tax had been held valid in the St. Louis circuit court, and this judgment was affirmed on appeal. Only the matter of the ordinance above referred to is of interest here, and the following extracts from the opinion of the court, as delivered by Judge Lamm, show the grounds on which the constitutionality of this ordinance was maintained:

Appellants insist that the ordinance included in the foregoing contract provision rendered the tax bill void because (1) it is in violation of section 27, article 6, of the scheme and charter [of the city of St. Louis], which provides that the board of public improvements shall "let out said work by contract to the lowest responsible bidder * * *"; (2) because it is violative of section 4, article 2, of the State constitution, providing: "That all persons have a natural right to life, liberty and the enjoyment of the gains of their own industry; that to give security to these things is the principal office of government, and that when government does not confer this security, it fails of its chief design;" (3) because it is violative of section 30, article 2, of the State constitution, directing "that no person shall be deprived of life, liberty or property without due process of law;" (4) because it violates section 1, article 14, of the Federal Constitution, providing that "no State shall make or enforce any law which shall abridge the privileges or immunities of citizens of the United States, nor shall any State deprive any person of life, liberty, or property without due process of law, nor deny to any person within its jurisdiction the equal protection of the laws;" (5) because it violates section 2, article 4, of the Federal Constitution, providing that "the citizens of each State shall be entitled to all privileges and immunities of the citizens of the several States;" and (6) because it violates the interstate commerce clause of the Federal Constitution, providing that "the Congress shall have power * * * to regulate commerce * * * among the several States, * * * " (sec. 8, art. 1). The learned counsel for appellants does not seem to have been able to refer us to any line of authoritative or persuasive utterances of the recognized oracles of the law holding that a regulation of the character in question impinges upon the constitutional right of Congress to regulate commerce between the several States. In New York, by a divided court, some consolation may be found for the theory advanced (*People ex rel. v. Coler*, 166 N. Y. 144, 59 N. E. 776; *People ex rel. v. Coler*, 166 N. Y. 1, 59 N. E. 716; 52 L. R. A. 814, 82 Am. St. Rep. 605) [see *Bulletins* No. 35, p. 805; No. 40, p. 615];

but these were cases where by direct proceedings the right to enforce a State labor law was challenged, and the authority of the cases is greatly weakened by *Atkin v. Kansas*, 191 U. S. 207, 24 Sup. Ct. 124, 48 L. Ed. 148 [see Bulletin No. 50, p. 177], in which the Supreme Court of the United States held that, as to public improvements (the constitutionality of such law, so far as private work was concerned, not being decided), it was within the power of the State, as guardian and trustee of its people, to prescribe the conditions upon which it will permit public work to be done. On its face, it must be conceded the ordinance is innocent of blame in this regard, for it in no wise and nowhere relates to interstate commerce, nor is the right of any citizen of the United States to at any time ship stone of any character, dressed or undressed, anywhere by rail, water, or otherwise, referred to or interfered with, directly or indirectly, nor is the traffic in such rock regulated, unless it can be said that the extent of the market for rock dressed elsewhere than in the territorial limits of Missouri may be inferentially lessened by excluding such rock from place in the public improvements of St. Louis. But on this score it may be said that the reasonable right to select material for street improvements exists and is to be accorded to a municipal government under the repeated adjudications of this court.

For the present, in order to crystallize the assignments of error, we call attention to the fact that, excluding the interstate commerce contention, the insistence of appellants in their first objection, to wit, that the ordinance tends to restrict competition and to impair the right of the citizen to have the contract let to the lowest responsible bidder, includes the root of the matter involved in the other contentions relating to due process of law, to the enjoyment of the gains of one's own industry, and to the abridging of the privileges and immunities of citizens of the United States, and may be logically treated together. Considering that objection, it may be said, in limine, that appellants have no case here directly involving the ordinance in question as the owners of the stone dressed outside the territorial limits of the State, nor as dealers in such stone, nor as contractors whose right to do business in such stone have been interfered with. Appellants' right to complain would seem to be based on the theory that they have been compelled to pay more for this street improvement by virtue of the existence of that ordinance than they would be otherwise compelled to pay. If the ordinance tended to prevent competition and to increase the price, they have suffered injury and have cause of complaint. Otherwise, not. It was in evidence that the rock used in this street improvement was shipped as undressed granite from the State of Georgia, and that it was dressed at this end of the line. Evidence was introduced below on the question of restricting competition and the increase of price, appellants showing such a condition of things by one witness that an increase of price and a restriction of competition might be inferred. On the other hand, respondent introduced countervailing testimony tending to show the contrary, and that the rock could be dressed as cheaply in Missouri as it could be at the quarries in Georgia, that the freight on undressed rock was greater [sic] than on dressed, and that when rock was shipped, dressed, the vicissitudes of the trip resulted in broken edges, thereby necessitating expense for redressing on the ground. Appellants treated the issues as riding off

on a question of fact rather than on a mere construction of the language of the ordinance, and therefore asked, and the court gave them, the following instruction:

"The court declares the law to be that, under the contract offered in evidence, it was required that all the work of dressing rock, granite, or stone required by said contract should be done within the territorial limits of the State of Missouri, and said work could not under said contract be done in any other portion of the United States. The court further declares the law to be that, if it shall find from the evidence that the effect of the provision in said contract above mentioned was to prevent competition and to increase the cost of doing the work referred to in the evidence, and that said provision could not in any way tend to procure a better class or quality of work under the contract referred to in the evidence, the said contract was in violation of the provision of the charter of the city of St. Louis, and was illegal and void as against defendants in this case, and the special tax bill issued in payment of said contract was also illegal and void."

And, having given that instruction, the court found the facts against appellants. With evidence sustaining and warranting the court to so find, we are not at liberty to disturb the finding. (*Comer v. Stratham*, 173 Mo. 246, 72 S. W. 1074; *Butler County v. Bank*, 143 Mo. 13, 44 S. W. 1047.)

The case then, on this point, must be decided here with the fact found that appellants suffered no injury from the existence of the ordinance, that the right of competition was not restricted nor the price of the improvements increased thereby, and in the face of the axiomatic principle of law that wrong done (or duty neglected) and injury suffered must coincide to be actionable. It has been held that the selection of a patented cement as a binding for the macadam used in a street improvement does not militate against the charter provision now under consideration. (*Swift v. City of St. Louis*, 180 Mo. 80, 79 S. W. 172.) So, too, it has been held that the designation of Trinidad Lake asphalt, although the whole natural supply of that article was exclusively owned by a given group of persons, was not obnoxious to the clause in question. (*Verdin v. St. Louis*, 131 Mo. 26, 33 S. W. 480, 36 S. W. 52; *Barber Asphalt Co. v. Hunt*, 100 Mo. 22, 13 S. W. 98, 8 L. R. A. 110, 18 Am. St. Rep. 530; *Barber Asphalt Co. v. Field*, 86 S. W. 860, handed down March 30, 1905, but not yet officially reported.) Without facts before us justifying the distinguishing of these cases from the one at bar, the doctrine there announced would seem to be decisive of the point under consideration, for the mischief of a lack of competition and an increased price is much more readily apparent under the facts in the *Verdin* case, the *Hunt* case, and the *Field* case than in the case at bar. It results from these views that the contention of appellants must be disallowed.

RAILROAD COMPANIES—PAYMENT OF WAGES TO DISCHARGED EMPLOYEES—STATUTORY PENALTY—*St. Louis Southwestern Railway Company v. Brown*, *Supreme Court of Arkansas*, 86 *Southwestern Reporter*, page 994.—This case arose under the provisions of section

6243, Sand. & H. Dig., which directs the payment of all wages due at the discharge of an employee of a railroad company under penalty of a continuation of the daily wage for sixty days or until prior payment. Brown sued the company above named under this statute and secured a judgment in the circuit court of Miller County. The company appealed and the judgment was affirmed.

The balance due Brown at his discharge on August 27, 1902, was \$3.25. The company required an identification certificate and arranged with Brown to send his check by mail to Texarkana, agreeing to have it there within three days. At the time set and twice subsequently at intervals of two or three days Brown called at the company's office, but the check was not at hand. It arrived on the 5th of September and was held by the cashier until the 21st and then returned to the superintendent's office at Pine Bluff, as Brown did not call again after the 5th. On these facts a judgment was rendered for the wages due and for a penalty of \$67.50.

In sustaining this judgment, Judge Hill, speaking for the court, used in part the following language:

It was an act of indulgence to the railroad company that Brown consented to receive his check at Texarkana three days after discharge, instead of standing on his statutory right for immediate payment. He made, beginning the third day after his discharge, three trips for his check. The indulgence of three days was lengthened into nine. The statute was passed to prevent railroads thus delaying the payment of their debts to their employees, especially the helpless class dependent upon their labor for their daily sustenance. The general assembly of 1903, recognizing the impossibility of large railroad corporations paying instantly and at the place of discharge, without disarranging their orderly system of bookkeeping, amended this act so as to give them seven days from the discharge to have the check sent to any station desired by the creditor. (Kirby's Dig., sec. 6649.) This action is controlled by the former law, but it is noteworthy that, had the present more lenient statute been in force, the appellant delayed the employee beyond its term. There is no finding that Brown absented or secreted himself so as to avoid payment, and take the case into the exception of section 6650, Kirby's Dig. The contention is that he should have continued calling at the cashier's desk. The statute does away with that method of collection, and it puts the duty on the railroad company of paying at once; and it would have been more consonant to its spirit for the cashier to have been calling on Brown, instead of Brown calling on the cashier, after the railroad was in default.

The constitutional questions touching this statute were settled in *Leep v. Ry. Co.*, 58 Ark. 407, 25 S. W. 75, 23 L. R. A. 264, 41 Am. St. Rep. 109, and *Ry. v. Paul*, 64 Ark. 83, 40 S. W. 705, 37 L. R. A. 504, 62 Am. St. Rep. 154. [See also Bulletin No. 23, p. 585.]

The judgment is affirmed.

DECISIONS UNDER COMMON LAW.

EMPLOYERS' LIABILITY—RAILROAD COMPANIES—RELEASE—CONSTRUCTION OF GENERAL AND PARTICULAR WORDS—*Texas and Pacific Railway Company v. Dashiell*, *Supreme Court of the United States*, 25 *Supreme Court Reporter*, page 737.—George Dashiell was injured by the collision of two trains on the road of the company named while in its employment. A verdict for damages was secured in the United States circuit court for the northern district of Texas for injuries affecting his vision and his "entire mental and nervous system." This judgment was affirmed by the circuit court of appeals and afterwards by the Supreme Court, Justices Brewer, Brown, and Peckham dissenting.

The chief ground of the company's appeal was that Dashiell had signed a release subsequent to the accident and that a proper interpretation of the same would defeat the claims made for damages.

Dashiell's claim was that the release extended only to the injuries named therein and did not relate to the injuries to sight, nervous system, etc., for which action for damages was brought. The terms of the release and the construction put on it by the Supreme Court appear in the following extracts from the opinion of the court, which was delivered by Justice McKenna:

Let us analyze the release. It commences with the recital of the relation of defendant in error [Dashiell] with plaintiff in error, and that he "sustained certain personal injuries in the manner and of the character described, to the best of his knowledge and ability." Then follows this: "Extra east eng. 189 struck caboose of extra east eng. 255, 2½ miles east of Eastland, bruising my body, right leg, right arm, and giving me a scalp wound." For the injuries compensation was fixed at \$30, with the additional consideration, let us say, in order to fully exhibit the contention of plaintiff in error, of the desire mutually entertained by him and defendant in error (we quote from the release) "to maintain amicable and pleasant relations and avoid all controversy in respect to said matter." Upon the word "matter" plaintiff in error puts its main reliance; indeed, makes it dominant of the meaning of the release. The contention is that it refers to the accident, not to the injuries, the latter serving only to identify the accident which "was the cause of the action." This is an attempt to separate the inseparable. The negligence of plaintiff in error caused the accident which resulted in injuries to defendant in error, and constituted his right or cause of action, and was the matter to which the release was addressed; but the extent of the release, whether [it is] confined to the injuries enumerated or includes other injuries, depends upon the other words of the release. They are as follows:

"I hereby release and acquit, and by these presents bind myself to indemnify and forever hold harmless, said Texas and Pacific Railway Company, from and against all claims, demands, damages,

and liabilities of any and every kind or character whatsoever, for or on account of *the injuries* and damages sustained by me in the manner or upon the occasion aforesaid, and arising or accruing or hereafter arising or accruing any way therefrom."

We may admit that there is some ambiguity in these words. The release is "of all claims of every kind and character whatsoever," arising, not from all injuries and damages sustained, but from "*the injuries and damages sustained.*" That is, the specific or enumerated injuries sustained "in the manner or upon the occasion aforesaid," and the results of those injuries. The words "in the manner and upon the occasion" are a mere tautological identification of the collision and cause of the injuries. They add nothing else whatever to the meaning of the release. This construction gives purpose to the enumeration of the injuries and to all of the provisions of the release. And the rule of construction should not be overlooked that general words in a release are to be limited and restrained to the particular words in the recital.

In *Union Pacific Railway Company v. Harris* (158 U. S. 326, 39 L. ed. 1003, 15 Sup. Ct. Rep. 843) a written release was set up in bar of an action for damages against the railway company. Several defenses were made to the release, among others, "that the minds of the parties never met on the principal subject embraced in the release, namely, the damages for which the action was brought." This defense was complicated in the instructions of the court with the defenses of fraud and mental incompetency to understand the terms and extent of the release, and it is difficult to make satisfactory extracts from the charge of the trial court. Enough, however, appears to show that the court submitted to the jury the fact of mistake of injuries received as bearing on the effect of the release, and this action was affirmed by this court.

It follows from these views that judgment should be and it is affirmed.

INTERFERENCE WITH EMPLOYMENT—PROCURING DISCHARGE OF EMPLOYEE—DAMAGES—CONTRACTS TO EMPLOY NONE BUT MEMBERS OF LABOR UNIONS—*Berry v. Donovan*, *Supreme Judicial Court of Massachusetts*, 74 *Northeastern Reporter*, page 603.—This action was brought by one Berry, a shoe worker, against Donovan, representative of the National Boot and Shoe Workers' Union, to recover damages for the wrongful procurement of Berry's discharge. The employing firm, Goodrich & Co., had entered into a contract with the Boot and Shoe Workers' Union, the second clause of which reads as follows:

"In consideration of the foregoing valuable privileges, the employer agrees to hire, as shoe workers, only members of the Boot and Shoe Workers' Union in good standing, and further agrees not to retain any shoe worker in his employment after receiving notice from the union that such shoe worker is objectionable to the union, either on account of being in arrears for dues, or disobedience of union rules or laws, or from any other cause."

Berry was working for Goodrich & Co. under a contract terminable at will, and had been so employed for about four years prior to the making of the above agreement with the union. A few days after this agreement was made he was discharged at the instance of Donovan, and the evidence tended to show that it was solely on the ground that he was not a member of the union and had failed to join after repeated suggestions that he should do so. Damages were awarded him in the supreme judicial court of Essex County, which action was affirmed on appeal to the supreme judicial court of the State.

The basis of the appeal and the disposition made of the points of law raised appear in the following quotations from the opinion of the court as announced by Judge Knowlton:

At the close of the evidence the defendant [Donovan] asked for the following instructions, which the judge declined to give:

"(1) Upon all the evidence in the case the plaintiff is not entitled to recover.

"(2) Upon all the evidence in the case the defendant was acting as the legal representative of the Boot and Shoe Workers' Union, and not in his personal capacity, and therefore the plaintiff can not recover.

"(3) The contract between the Boot and Shoe Workers' Union and Hazen B. Goodrich & Co. was a valid contract, and the defendant, as the legal representative of the Boot and Shoe Workers' Union, had a right to call the attention of Hazen B. Goodrich & Co., or any member of the firm, to the fact that they were violating the terms of the contract in keeping the plaintiff in their employment after the contract was signed, and insisting upon an observance of the terms of the contract, even if the defendant knew that the observance of the terms of the contract would result in the discharge of the plaintiff from their employment.

"(4) The contract referred to was a legal contract, and a justification of the acts of the defendant, as shown by the evidence in this case. * * *

"(6) The defendant can not be held responsible in this action unless it appears that the defendant used threats, or some act of intimidation, or some slanderous statements, or some unlawful coercion to or against the employers of the plaintiff, to thereby cause the plaintiff's discharge; and upon all the evidence in the case there is no such evidence, and the plaintiff can not recover."

The defendant excepted to the refusal, and to the portions of the charge which were inconsistent with the instructions requested. The jury returned a verdict of \$1,500 for the plaintiff. These exceptions present the only questions which were argued before us by the defendant.

The primary right of the plaintiff to have the benefit of his contract and to remain undisturbed in the performance of it is universally recognized. The right to dispose of one's labor as he will, and to have the benefit of one's lawful contracts, is incident to the freedom of the individual, which lies at the foundation of the government in all countries that maintain the principles of civil liberty.

Such a right can lawfully be interfered with only by one who is acting in the exercise of an equal or superior right which comes in conflict with the other. An intentional interference with such a right without lawful justification is malicious in law, even if it is from good motives and without express malice. (*Walker v. Cronin*, 107 Mass. 555-562; *Plant v. Woods*, 176 Mass. 492-498, 57 N. E. 1011, 51 L. R. A. 339, 79 Am. St. Rep. 330 [see Bulletin No. 31, p. 1294]; *Allen v. Flood*, 1898, A. C. 1-18; *Mogul Steamship Company v. McGregor*, 23 Q. B. D. 598-613; *Read v. Friendly Society of Operative Stone Masons*, 1902, 2 K. B. 88-96; *Giblan v. National Amalgamated Union*, 1903, 2 K. B. 600-617.) In the present case the judge submitted to the jury, first, the question whether the defendant interfered with the plaintiff's rights under his contract with Goodrich & Co.; and, secondly, the question whether, if he did, the interference was without justifiable cause. The jury were instructed that, unless the defendant's interference directly caused the termination of the plaintiff's employment, there could be no recovery. The substance of the defendant's contention was that if he acted under the contract between the Boot and Shoe Workers' Union and the employer in procuring the plaintiff's discharge, his interference was lawful.

This contention brings us to an examination of the contract. That part which relates to the persons to be employed contains, first, a provision that the employer will hire only members of the union. This has no application to the plaintiff's case, for it is an agreement only for the future, and the plaintiff had been hired a long time before. The next provision is that the employer will not retain in his employment a worker, after receiving notice that he is objectionable to the union, "either on account of being in arrears for dues, or disobedience of union rules or laws, or from any other cause." The first two possible causes for objection could not be applied to persons in the situation of the plaintiff, who were not members of the union or amenable to its laws. As to such persons the only provision applicable was that the firm would not retain a worker who was objectionable to the union from any cause, however arbitrary the objection or unreasonable the cause might be. This provision purported to authorize the union to interfere and deprive any workman of his employment for no reason whatever, in the arbitrary exercise of its power. Whatever the contracting parties may do if no one but themselves is concerned, it is evident that, as against the workman, a contract of this kind does not of itself justify interference with his employment by a third person who made the contract with his employer. (*Curran v. Galen*, 152 N. Y. 33, 46 N. E. 297, 37 L. R. A. 802, 57 Am. St. Rep. 496.) [See Bulletin No. 11, p. 529.] No one can legally interfere with the employment of another unless in the exercise of some right of his own, which the law respects. His will so to interfere for his own gratification is not such a right. The judge rightly left to the jury the question whether, in view of all the circumstances, the interference was or was not for a justifiable cause. If the plaintiff's habits or conduct or character had been such as to render him an unfit associate in the shop for ordinary workmen of good character, that would have been a sufficient reason for interference in behalf of his shopmates. We can conceive of other good reasons. But the evidence tended to show that the only reason for procuring his discharge was his refusal to join the union. The ques-

tion, therefore, is whether the jury might find that such an interference was unlawful.

The only argument that we have heard in support of interference by labor unions in cases of this kind is that it is justifiable as a kind of competition. It is true that fair competition in business brings persons into rivalry, and often justifies action for one's self which interferes with proper action of another. Such action on both sides is the exercise by competing persons of equal conflicting rights. The principle appealed to would justify a member of the union, who was seeking employment for himself, in making an offer to serve on such terms as would result, and as he knew would result, in the discharge of the plaintiff by his employer, to make a place for the newcomer. Such an offer, for such a purpose, would be unobjectionable. It would be merely the exercise of a personal right, equal in importance to the plaintiff's right. But an interference by a combination of persons to obtain the discharge of a workman because he refuses to comply with their wishes, for their advantage, in some matter in which he has a right to act independently, is not competition. In such a case the action taken by the combination is not in the regular course of their business as employees, either in the service in which they are engaged or in an effort to obtain employment in other service. The result which they seek to obtain can not come directly from anything that they do within the regular line of their business as workers competing in the labor market. It can only come from action outside of the province of workmen, intended directly to injure another, for the purpose of compelling him to submit to their dictation. It is difficult to see how the object to be gained can come within the field of fair competition. If we consider it in reference to the right of employees to compete with one another, inducing a person to join a union has no tendency to aid them in such competition. Indeed, the object of organizations of this kind is not to make competition of employees with one another more easy or successful. It is rather, by association, to prevent such competition, to bring all to equality and to make them act together in a common interest. Plainly, then, interference with one working under a contract, with a view to compel him to join a union, can not be justified as a part of the competition of workmen with one another.

We understand that the attempted justification rests entirely upon another kind of so-called competition, namely, competition between employers and the employed, in the attempt of each class to obtain as large a share as possible of the income from their combined efforts in the industrial field. In a strict sense this is hardly competition. It is a struggle or contention of interests of different kinds, which are in opposition, so far as the division of profits is concerned. In a broad sense, perhaps, the contending forces may be called competitors. At all events, we may assume that, as between themselves, the principle which warrants competition permits also reasonable efforts, of a proper kind, which have a direct tendency to benefit one party in his business at the expense of the other. It is no legal objection to action whose direct effect is helpful to one of the parties in the struggle that it is also directly detrimental to the other. But when action is directed against the other primarily for the purpose of doing him harm, and thus compelling him to yield to the demand

his discharge from the employment in which he was engaged under a contract terminable at will. See, also, for kindred doctrines, *Doremus v. Hennessey*, 176 Ill. 608, 52 N. E. 924, 54 N. E. 524, 43 L. R. A. 797, 802, 68 Am. St. Rep. 203 [see Bulletin No. 22, p. 463]; *Christensen v. The People*, 114 Ill. App. 40 [see Bulletin No. 53, p. 961]; *Matthews v. The People*, 202 Ill. 389, 67 N. E. 28, 63 L. R. A. 73, 95 Am. St. Rep. 241 [see Bulletin No. 50, p. 188]; *Erdman v. Mitchell*, 207 Pa. 79, 56 Atl. 327, 63 L. R. A. 534, 99 Am. St. Rep. 783 [see Bulletin No. 51, p. 450]; *Perkins v. Pendleton* (*supra*). Other cases bearing more or less directly upon the general subject are *Lucke v. Clothing Cutters' Association*, 77 Md. 396, 26 Atl. 505, 19 L. R. A. 408, 39 Am. St. Rep. 421; *Holder v. Cannon Manufacturing Company*, 135 N. C. 392, 47 S. E. 481, 65 L. R. A. 161 [see Bulletin No. 56, p. 313] (but see also this case in 50 S. E. 681 [Bulletin No. 60, p. 709]); *Chipley v. Atkinson*, 23 Fla. 206, 1 South. 934, 11 Am. St. Rep. 367; *Blumenthal v. Shaw*, 77 Fed. 954, 23 C. C. A. 590; *Barr v. The Essex Trades Council*, 53 N. J. Eq. 101, 30 Atl. 881; *Jersey City Printing Company v. Cassidy*, 63 N. J. Eq. 759, 53 Atl. 230 [see Bulletin No. 45, p. 383]; *Crump v. Com.*, 84 Va. 927, 4 S. E. 721, 10 Am. St. Rep. 839; *Old Dominion Steamship Company v. McKenna* (C. C.), 30 Fed. 48; *Brown and Allen v. Jacobs Pharmacy Company*, 115 Ga. 429, 41 S. E. 553, 57 L. R. A. 547, 90 Am. St. Rep. 126; *Bailey v. Master Plumbers' Association*, 103 Tenn. 99, 52 S. W. 853, 46 L. R. A. 561 [see Bulletin No. 26, p. 194]; *Delz v. Winfree*, 80 Tex. 400, 16 S. W. 111, 26 Am. St. Rep. 755. It will be seen that in the different courts there is considerable variety and some conflict of opinion.

We hold that the defendant was not justified by the contract with Goodrich & Co., or by his relations to the plaintiff, in interfering with the plaintiff's employment under his contract. How far the principles which we adopt would apply, under different conceivable forms of contract, to an interference with a workman not engaged, but seeking employment, or to different methods of boycotting, we have no occasion in this case to decide.

The defendant contends that the judge erred in his instruction to the jury in response to the defendant's special request at the close of the charge. The judge said, in substance, that if the defendant caused the firm to discharge the plaintiff by giving the members to understand that, unless they discharged him, they "would be visited with some punishment, under the contract or otherwise, then that interference would not be justifiable." This instruction, taken literally and alone, would be erroneous. Some grounds of interference would be justifiable, while others would not. But considering the instruction in connection with that which immediately preceded it, and with other parts of the charge, it is evident that the judge was directing the attention of the jury to what would constitute an interference, not to what would justify an interference. He had just told them that, if all the defendant did was to call the attention of the firm to the provision of the contract, and the firm then, of their own motion, discharged the plaintiff, the defendant would not be liable. He then pursued the subject with some elaboration, and ended as stated above. Instead of saying, "then that interference would not be justifiable," he evidently meant to say, "then that would be inter-

ference which would create a liability, unless it was justifiable." Taking the charge as a whole, we think the jury were not misled by the inaccuracy of this statement.

Exceptions overruled.

INTERFERENCE WITH EMPLOYMENT—PROCURING DISCHARGE OF EMPLOYEE—MALICE—*Holder v. Cannon Manufacturing Company*, Supreme Court of North Carolina, 50 Southeastern Reporter, page 681.—This case was before the supreme court on a petition for a rehearing, a judgment against the defendant company having previously been affirmed by the supreme court. (See Bulletin No. 56, p. 313.) Holder, an employee of the company above named, had procured a judgment for alleged false and malicious charges brought by the Cannon Company, which led to his discharge by the Gibson Company, in whose employ he had been. The doctrine that malice was sufficient ground of damages was followed in the first hearing by the court with some dissent, but on rehearing it was held that if no unlawful act was occasioned no right of action accrued to the discharged party.

The legal grounds for this conclusion are set forth in the following extract from the remarks of Judge Connor, who delivered the opinion of the court:

If, as testified by the plaintiff (Holder), the Gibson mill had the legal right to discharge him at night—that his contract was to work by the day—it is not easy to see how he sustained any actionable wrong by any conduct of the defendant. He could not have sued the Gibson mill for discharging him at the end of the day. How, then, can he sue the defendant company for procuring the Gibson mill to do something which it had the legal right to do? The case comes clearly within the principle announced by this court in *Richardson v. R. R.* (126 N. C. 100, 35 S. E. 235):

"Persuading or inducing a man, without unlawful means, to do something he has a right to do, though to the prejudice of a third person, gives that person no right of action, whatever the persuader's motives may have been." (Pollock on Torts (6th ed.), p. 317.)

In *Haskins v. Royster* (70 N. C. 601, 16 Am. Rep. 780), Rodman, J., quoting the opinion in *Walker v. Cronin* (107 Mass. 555), says:

"One who entices away a servant, or induces him to leave his master, may be held liable in damages therefor, provided there exists a valid contract for continued service, known to the defendant."

The plaintiff does not allege any special damage other than loss of wages. As he had no contract right with the Gibson mill, it is clear that, conceding his allegation that defendant company procured his discharge, it did him no actionable wrong, because there was no interference with any legal right. He does not aver that he was prevented from renewing his contract of service by any conduct of the defendant, and, if he had, it would seem that no right of action accrued therefor. "A recent decision of the court of appeals that procuring persons, not to break a contract, but not to renew expiring contract or to make a fresh contract, may be actionable, if done

maliciously, without any allegation that intimidation or other unlawful means were used, is now overruled." (Pollock on Torts, 316; *Temperton v. Russell*, 1 Q. B. 715, 62 L. J. Q. B. 412.)

Clark, J., in *Richardson's Case*, supra, says:

"Upon the plaintiff's own showing, his discharge was within the right of the defendant, and not wrongful, and malice disconnected with the infringement of a legal right can not be the subject of an action." (*State v. Van Pelt*, 136 N. C. 633, 49 S. E. 177.)

We are also of the opinion that there is a total absence of evidence that any agent or servant of the defendant company, acting as such, and within the scope and sphere of his duties, procured the discharge of the plaintiff. A corporation acts only by and through its agent, and, before they can be held liable, the alleged wrongful act must be traced to its agents while acting within the scope of their employment.

RAILROAD COMPANIES—BREACH OF CONTRACT FOR MEDICAL ATTENTION FOR EMPLOYEES—MEASURE OF DAMAGES—*Scanlon v. Galveston, Harrisburg and San Antonio Railway Company*, Court of Civil Appeals of Texas, 86 Southwestern Reporter, page 930.—John Scanlon had sued in the district court of Bexar County to recover damages from the railroad company above named, and from a judgment in favor of the company this appeal was taken. The judgment of the lower court was reversed and the case remanded for a new trial. The facts in the case, as well as the points of law involved, are presented in the following extracts from the opinion of the court, delivered by Judge James:

The petition alleged that plaintiff went into defendant's employ about January 6, 1901, as a machinist's apprentice; that monthly the defendant, with his consent, deducted from his wages the sum of 50 cents, and, in consideration thereof, was to furnish plaintiff with all hospital services and benefits that he might need by reason of any illness or injury that should be sustained by plaintiff while in the employ of defendant; that about January 29, 1902, while in defendant's employ, he sustained serious injury by the bruising and mangling of his right hand, and fracturing the bones thereof; that he was sent by defendant to the Santa Rosa Hospital, at San Antonio, to receive said benefits, at defendant's expense, and there remained until March 12, 1902, receiving such benefits, but on the last-named date defendant, acting through Doctor Graves, who was authorized by defendant to have its sick and injured employees discharged from such hospital treatment and services, refused to pay for plaintiff's further treatment, etc., and ordered him discharged from the hospital, although defendant knew at that time that plaintiff was not well, and that the bones in his hand were still broken and fractured; that said bones were still broken and fractured, and so remained for six months thereafter, and plaintiff constantly required treatment, medicines, nursing, maintenance, and hospital accommodations, which defendant failed and refused to furnish him; that defendant owed him those things, and, by reason of its conduct and refusal in the premises, plaintiff has suffered great mental and physical pain; that his right

hand has been permanently injured by the shrinkage or tightening of the muscles and tendons; that his capacity to earn a living in the future has been decreased, and this occupation as a railway machinist totally destroyed, and that he is further debarred thereby from pursuing such work; and that he has been damaged thereby in the sum of \$14,500. After the testimony was in, the court charged the jury to find for the defendant.

Plaintiff has mistaken his case. The extent of his allegations is that defendant was under a contract obligation to render him the benefits claimed, and that by withdrawing such benefits before he was well of his injury, and thus violating the contract, it became liable for all the consequences thereof, in the same manner and to the same extent as if he had sustained injury through a tortious act of defendant. The measure of damages in the two classes of cases is essentially different. Defendant, if it had in the first place refused to supply the plaintiff any of the benefits which the contract contemplated, would simply have committed a breach of the contract; and this was all it did when, after giving him such benefits for a month, it refused to proceed further in doing so. The measure of damages for such breach would be what it might have reasonably cost plaintiff to obtain the same benefits. (*Illinois Cent. Ry. Co. v. Gheen, Ky.*, 66 S. W. 639, 68 S. W. 1087.) It follows that the judgment should be reversed and the cause remanded.

The testimony of plaintiff was sufficient to show that the monthly deduction of wages was made with the understanding that the employee, when sick or injured, should be entitled to the hospital benefits at defendant's expense. This would imply and mean, in the absence of an understanding to the contrary, the continuance of the benefits while the sickness or injury required same.

It was shown that defendant had rules regulating the matter of admission and treatment of its sick or injured employees. One rule was that "treatment for sickness or injury will continue as long as in the opinion of the attendant or chief surgeon, it is necessary." Another was, "Benefits will not be given for ailment due to * * * injuries received in a fight or brawl," etc. Defendant says that the evidence undisputably shows that plaintiff was bound by these provisions, as a part of the contract, and that it undisputably shows that plaintiff received his injury in a fight, and also that he was discharged upon the judgment of the surgeon in charge that his case did not need further treatment. We are unable to agree with this contention of defendant, because the rules bore date January 1, 1902, and seem not to have originated until then, and plaintiff was injured about January 29, 1902, and, according to his testimony, he had not had notice of their existence, or of any change in the relations and understanding from what seems to have previously existed. Had he known of the establishment of such rules, and that his money was being deducted in view of same, then the contention would be sound. As it is, defendant could not, by secret rules, or rules not communicated to its employees, change its relation to them.

Plaintiff in error, in his motion for rehearing, refers to our opinion in the case of *Railway v. Rubio* (65 S. W. 1126 [see Bulletin No. 40, p. 638]), as holding the contrary of what is held in the present opinion. In so far as that opinion differs from the one now delivered, we think it incorrect.

LAWS OF VARIOUS STATES RELATING TO LABOR ENACTED SINCE JANUARY 1, 1904.

[The Tenth Special Report of this Bureau contains all laws of the various States and Territories and of the United States relating to labor in force January 1, 1904. Later enactments are reproduced in successive issues of the Bulletin from time to time as published.]

IOWA.

ACTS OF 1904.

CHAPTER 85.—*Bureau of labor statistics—Factory inspector.*

SECTION 1. Section twenty-four hundred and seventy-seven (2477) of the code is hereby repealed and the following enacted in lieu thereof:

"The commissioner of the bureau of labor statistics shall receive a salary of fifteen hundred dollars per annum and shall be allowed a deputy at a salary of twelve hundred dollars per annum payable monthly; he shall also be allowed one factory inspector at a salary of one hundred dollars per month, one office clerk at a salary of sixty-five dollars per month. The appointment by the commissioner of such factory inspector shall be subject to the approval of the executive council. Said commissioner shall be allowed necessary postage, stationery and office expenses; the said salaries and expenses shall be paid as the salaries and expenses of other State officers are provided for. The commissioner or any officer or employee of the bureau of labor statistics shall be allowed, in addition to his salary, his actual and necessary traveling expenses while in the performance of his duties, said expenses to be audited by the executive council and paid out of the general fund of the State upon a voucher verified by the commissioner or his deputy; but the total of the expense for the officers and employees of said bureau, other than the salaries of the commissioner, his deputy, the factory inspector and clerk, shall not exceed fifteen hundred dollars per annum."

Approved April 13, A. D. 1904.

CHAPTER 124.—*Exemption of wages from garnishment.*

SECTION 1. Wages earned outside of this State by a nonresident of this State, and payable outside of this State, shall in all cases where the garnishing creditor is a nonresident of this State, be exempt from attachment or garnishment where the cause of action arises outside of this State; and it shall be the duty of the garnishee in such cases to plead such exemption, unless the defendant shall be personally served with original notice in this State.

Approved March 7, A. D. 1904.

CHAPTER 136.—*Fire escapes on factories.*

SECTION 1. The owners, proprietors and lessees of all buildings, structures or enclosures of three or more stories in height, now constructed or hereafter to be erected, shall provide for and equip said buildings and structures with such protection against fire and means of escape from such buildings as shall hereafter be set forth in this bill.

SEC. 2. The buildings, structures and enclosures contemplated in this act shall be classified as follows:

First. Hotels office buildings or lodging rooms of three or more stories in height.

* * * * *

Fifth. Manufactories, warehouses and buildings of all character[s] of three or more stories in height, not specified in the foregoing sections.

SEC. 3. Each twenty-five hundred (2,500) superficial feet of area, or fractional part thereof, covered by buildings or structures specified under classification

one, of section 2, of this act, shall be provided with one ladder fire escape of steel or wrought iron construction, attached to the outer wall thereof, and provided with platforms of steel or wrought iron construction of such size and dimensions and such proximity to one or more windows of each story above the first with all doors leading thereto of half glass locked in such manner as to render access to such ladder from each story easy and safe, and with red lights to designate location of escapes said ladder to start about five feet from the ground and extend above the roof, or a drop ladder may be hung at the second story in such a manner that it can be easily lowered in case of necessity, provided, however, that where such buildings shall be occupied by more than twenty (20) persons, the said building shall as a substitute for one ladder be provided with one stairway of steel or wrought iron construction with above described platforms, accessible from each story with a drop or counterbalance stairway from the second story balcony to the ground, or a stationary stairway may be carried down to within five feet from the ground. * * * Each five thousand (5,000) superficial feet of area, or fractional part thereof covered by buildings under classification 6, [5] section 2 of this act, shall be provided with at least one above described ladder, and platforms at each story, if not more than twenty (20) persons be employed in the same. If more than twenty (20) persons be employed, then there shall be at least two of the above described ladders, and platforms attached, or one such stairway, and platforms of sufficient size at each story, and if more than forty (40) persons be employed in said building, then there shall be at least two, or such number of the above described outside stairways as the chief of fire department, or the mayor of any city or town where no such chief of fire department exists, may from time to time determine. * * *

SEC. 4. In buildings under all above classification[s] signs indicating location of fire escapes shall be posted at all entrances to elevators, stairway landings and in all rooms.

SEC. 5. It is hereby made the duty of commissioner of the bureau of labor statistics, the chief of fire department, or the mayor of each city or town where no such chief of fire department exists, or the chairman of the board of supervisors, in case such building is not within the corporate limits of any city or town, to adopt uniform specifications for fire escapes hereinbefore provided, and keep such specifications on file in their respective offices, and to serve or cause to be served a written notice in behalf of the State of Iowa upon the owner or owners, or their agents or lessees, of buildings within this State not provided with fire escapes in accordance with the provisions of this act, commanding such owner, owners, or agents or either of them, to place or cause to be placed upon said buildings, such fire escape or fire escapes as are provided in this act within sixty days after service of such notice, pursuant to the specifications established. Any such owner, owners' agents, trustees and lessees or either or any of them so served with notice as aforesaid, who shall not within sixty days after the service of said notice upon him or them, place or cause to be placed such fire escape or fire escapes upon such buildings as required by this act and the terms of said notice, shall be subject to a fine not less than fifty (\$50) dollars, and not more than one hundred (\$100) dollars, and shall be subject to a further fine of twenty-five (\$25) dollars for each additional week of neglect to comply with such notice.

SEC. 6. All fire escapes erected under the provisions of this act shall be subject to inspection and approval or rejection in writing, by the person named in section 4 of this act who has caused such written notice to be served.

Approved April 6, A. D. 1904.

RHODE ISLAND.

ACTS OF 1904.

CHAPTER 1142.—*Inspection of factories—Washrooms, etc., in foundries.*

SECTION 1. Every foundry in this State employing ten or more men shall provide suitable toilet rooms, containing wash-bowls or sinks, provided with water, water-closets, and a room wherein the men may change their clothes, said rooms to be within the building used for said foundry, and shall be protected from the weather, heated and ventilated.

Sec. 2. Any person or corporation failing to comply with section 1 of this act shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be fined not less than fifty nor more than one hundred dollars, one-half thereof to the use of the complainant, one-half thereof to the use of the State.

Sec. 3. This act shall go into effect on and after September 1st, A. D. 1904.

Passed March 3, 1904.

SOUTH CAROLINA.

ACTS OF 1904.

ACT No. 236.—*Protection of employees on street railways—Inclosed platforms.*

SECTION 1. Section 1 of an act entitled "An act to require electric street railway companies to affix vestibules to their cars for the protection of motormen," approved the 25th day of February, A. D. 1902 [shall] be amended by striking out the proviso; so that the said section, as amended, shall read as follows:

SECTION 1. Electric street railway companies shall affix to their cars or coaches suitable vestibules for the protection of the motormen during the months of December, January, February and March. Any corporation running and operating electric street railway cars or coaches who fails to comply with the provisions of this act, within six months, shall be subject to a penalty of ten dollars per day, to be recovered by any citizen in the city or town where such corporation does business, for the benefit of the State.

Approved the 22d day of February, A. D. 1904.

ACT No. 242.—*Contract of employment—Violation after receiving supplies.*

SECTION 1. The Criminal Code (vol. 2, Code of Laws, 1902), [shall] be amended by adding after section 357 a section, to be known as section 357a, to read as follows:

SECTION 357a. A conviction of either party mentioned in * * * section 357 of the Criminal Code (vol. 2, Code of Laws, 1902), for violation of such contract as is mentioned in said sections, shall not operate as a release or discharge of such person from the performance of any part of said contract which is to be performed subsequent to the date of the breach for which such conviction was had: *Provided, however,* That such person shall not be criminally liable for the non-performance of any obligation due to be performed during the period of time such person may be undergoing imprisonment.

Approved the 25th day of February, A. D. 1904.

ACT No. 243.—*Contract of employment—Violation after receiving supplies.*

SECTION 1. Section 357, Criminal Code, Code of Laws, 1902, vol. 2, [shall] be amended * * * so that said section, when amended, shall read as follows:

Section 357. Any laborer working on shares of crop, or for wages in money or other valuable consideration, under a verbal or written contract to labor on farm lands, who shall receive advances, either in money or supplies, and thereafter willfully and without just cause fail to perform the reasonable service required of him by the terms of the said contract, shall be liable to prosecution for a misdemeanor: *Provided,* That prosecution shall be commenced within thirty days after the alleged violation, and on conviction, shall be punished by imprisonment of thirty days, or to be fined in the sum of not less than fifty dollars nor more than one hundred dollars, in the discretion of the court: *Provided,* The verbal contract herein referred to shall be witnessed by at least two disinterested witnesses: *Provided,* That such contracts shall be valid only between the original parties thereto, and any attempted transfer or assignment of any rights thereunder shall be null and void.

Approved the 25th day of February, A. D. 1904.

ACT No. 254.—*Payment of wages in scrip.*

SECTION 1. Section 2720 of the Civil Code, is hereby amended * * * so that said section, when thus amended, shall read as follows:

SECTION 2720. Any officer or agent of any corporation, or any person, firm or company, engaged in the business of manufacturing or mining in this State, who

by themselves or agent shall issue or circulate in payment for wages of labor any order, check, memorandum, token or evidence of indebtedness, payable in whole or in part otherwise than in lawful money of the United States without being negotiable and payable at the option of holder in goods, wares, merchandise, supplies or lawful money of the United States, as required by section 2719, or shall fail to redeem the same when presented for payment within thirty days from date of delivery thereof, by the said company or its agents, at his or their office or place of business, in lawful money of the United States, or who shall compel or attempt to coerce any employee of any such corporation, shall forfeit to the employee or legal owner and holder of such order, check, memorandum, token or evidence of indebtedness, fifty dollars, to be recovered in any court of competent jurisdiction: *Provided*, That in establishments for manufacturing lumber or brick such checks shall not be redeemable in cash except on regular pay days.

Approved the 25th day of February, A. D. 1904.

VERMONT.

ACTS OF 1904.

Act No. 91.—*Railroads—Bridges, etc.*

SECTION 1. Section 3883 of the Vermont Statutes is hereby amended so as to read as follows:

SECTION 3883. All single track railroad bridges in this State except the two bridges over the track in the village of Middlebury, shall, when built or rebuilt, be hereafter so constructed as to leave a clear space of not less than fifteen feet between the inner sides of said bridges, and also a clear space of not less than twenty-two feet from the lowest timbers, boards, or irons in the covering of said bridges, and the top of the rails under the same; and in all double track bridges the clear space of inside width shall be not less than twenty-seven feet. All over-head highway bridges, wires, ropes, or other obstructions shall be not less than twenty-two feet above the top of the rails under the same.

Approved December 10, 1904.

Act No. 92.—*Safety appliances on railroads—Telltale.*

SECTION 1. Section 3884 of the Vermont Statutes is hereby amended so as to read as follows:

A person or corporation operating a railroad, or part of a railroad, in this State, shall place at the approaches of all its bridges, the highway bridges and all other structures of whatever kind or nature which cover or extend over its track that do not leave a clear height of twenty-two feet from the top of the rails and lowest parts of said bridges or other structures directly over said rails, such telltale warnings, or other safety devices of uniform pattern for warning trainmen of their approach thereto, as shall be commended by the board of railroad commissioners.

Approved December 10, 1904.

Act No. 115.—*Intoxicating liquors—Sale to employees—Employment of women, etc.*

SECTION 23. Licenses shall be subject to the following conditions and prohibitions.

That no liquor shall be sold or furnished to * * * a person whose * * * employer has given notice in writing to the licensee.

That no female person, nor any person under the age of twenty-one years, shall be employed in the bar room in which a license is operated.

SEC. 92. A husband, wife, child, guardian, employer or other person who is injured in person, property or means of support by an intoxicated person, or in consequence of the intoxication of any person, shall have the right of action in his or her own name, jointly or severally, against any person or persons who by selling or furnishing intoxicating liquor have caused in whole or in part such intoxication. * * *

SEC. 117. This act shall take effect March first, 1905.

Approved December 10, 1904.

ACT No. 155.—*Employment of children—Age limit—School attendance.*

SECTION 1. No child under the age of twelve years shall be employed, permitted or suffered to work in any mill, factory or workshop, or in carrying or delivering messages for any corporation or company. No child under the age of fifteen years shall be employed, permitted or suffered to work in any mill, factory or workshop, or in carrying or delivering messages for any corporation or company during the school hours in any part of the term during which the public schools of the town, city or incorporated school district in which the child resides are in session, or after eight o'clock in the evening of any day.

SEC. 2. Section seven hundred and twelve of the Vermont Statutes is hereby amended so as to read as follows:

SECTION 712. No child under sixteen years of age shall be employed in any mill, factory or workshop unless such child has attended public school twenty-eight weeks during the current year, and deposited with the owner or superintendent of such mill, factory or workshop a certificate of such attendance at school, signed by the teacher thereof, or unless such child has attended a private or parochial school, for the same length of time and deposited with such owner or superintendent a certificate from the superintendent of school or some member of the board of school directors of the town or city where he is so employed showing such school attendance.

SEC. 3. Any person who shall employ or suffer to be employed in any mill, factory or workshop of which he is the owner, or owner in part, or of which he is the superintendent or manager, any child in violation of the provisions of this act, and a parent or guardian who allows or consents to such employment, shall be fined fifty dollars.

SEC. 4. County courts, municipal courts and justices of the peace shall have concurrent jurisdiction of offenses under this act and truant officers and all informing officers are authorized to make complaint for violation of this act.

SEC. 5. Sections seven hundred and thirteen and five thousand one hundred and forty-six of Vermont Statutes, and all other acts or parts of acts inconsistent herewith are hereby repealed.

Approved December 6, 1904.

VIRGINIA.

ACTS OF 1904.

CHAPTER 20.—*Revenue law—Labor agents.*

SECTION 128. Any person who hires or contracts with laborers, male or female, to be employed by persons other than himself, shall be deemed to be a labor agent; and no person shall engage in such business without having first obtained a license therefor. Every person who shall without a license conduct business as a labor agent, shall pay a fine of not less than one hundred dollars, nor more than five hundred dollars.

SEC. 129. Every person who engages in the business of a labor agent shall pay twenty-five dollars for the purpose of transacting said business, but before any such license shall be issued, the applicant shall produce a certificate from the corporation court of the city, or the circuit court of the county in which such labor agent proposes to have his office, or of the county in which he proposes to do business, that to the personal knowledge of the judge of such court or from the information of credible witnesses under oath before such court, the court is satisfied that the applicant is a person of good character and honest demeanor.

Approved February 19, 1904.

CHAPTER 43.—*Sunday labor.*

SECTION 1. Section thirty-seven hundred and ninety-nine of the Code of Virginia, [shall] be amended and reenacted so as to read as follows:

SEC. 3799.—If a person, on a Sabbath day, be found laboring at any trade or calling, or employ his apprentices or servants in labor or other business, except in household or other work of necessity or charity, he shall forfeit two dollars for each offense. Every day any servant or apprentice is so employed shall constitute a distinct offense. From any judgment heretofore or hereafter rendered under this section, the right of appeal shall lie to the defendant

within ten days, to the corporation or hustings court of the city, or to the circuit court of the county wherein said judgment appealed from is rendered; and when taken shall be proceeded in as appeals in misdemeanor cases.

Approved March 2, 1904.

CHAPTER 186.—*Employees on public works—Vaccination.*

SECTION 1. Any person, firm, or corporation employing large bodies of laborers in the State of Virginia constructing works of public improvement shall, unless said persons, firm, or corporation has its own physician for that purpose, be required to have a regular inspection by the board of health of the counties in which said laborers are employed at such times as said board of health may determine. And the said person, firm, or corporation shall pay to the physician designated to make such inspection by the board of health of said county the sum of ten dollars for such inspection; in the discretion of the examining officer the laborers shall be vaccinated at the expense of the said person, firm, or corporation; the said obligation of ten dollars and cost of vaccination to have the force and effect of a fee bill of an officer and be collected by the sheriff as any such fee bills may be collected.

Approved March 14, 1904.

UNITED STATES.

ACTS OF THIRD SESSION, 58TH CONGRESS—1904-1905.

CHAPTER 778.—*Security of wages of employees on public works—Contractors' bonds.*

The act entitled "An act for the protection of persons furnishing materials and labor for the construction of public works," approved August thirteenth, eighteen hundred and ninety-four, is hereby amended so as to read as follows:

"Hereafter any person or persons entering into a formal contract with the United States for the construction of any public building, or for the prosecution and completion of any public work, or for repairs upon any public building or public work, shall be required, before commencing such work, to execute the usual penal bond, with good and sufficient sureties, with the additional obligation that such contractor or contractors shall promptly make payments to all persons supplying him or them with labor and materials in the prosecution of the work provided for in such contract; and any person, company, or corporation who has furnished labor or materials used in the construction or repair of any public building or public work, and payment for which has not been made, shall have the right to intervene and be made a party to any action instituted by the United States on the bond of the contractor, and to have their rights and claims adjudicated in such action and judgment rendered thereon, subject, however, to the priority of the claim and judgment of the United States. If the full amount of the liability of the surety on said bond is insufficient to pay the full amount of said claims and demands, then, after paying the full amount due the United States, the remainder shall be distributed pro rata among said interveners. If no suit shall be brought by the United States within six months from the completion and final settlement of said contract, then the person or persons supplying the contractor with labor and materials shall, upon application therefor, and furnishing affidavit to the Department under the direction of which said work has been prosecuted that labor or materials for the prosecution of such work has been supplied by him or them, and payment for which has not been made, be furnished with a certified copy of said contract and bond, upon which he or they shall have a right of action, and shall be, and are hereby, authorized to bring suit in the name of the United States in the circuit court of the United States in the district in which said contract was to be performed and executed, irrespective of the amount in controversy in such suit, and not elsewhere, for his or their use and benefit, against said contractor and his sureties, and to prosecute the same to final judgment and execution: *Provided*, That where suit is instituted by any of such creditors on the bond of the contractor it shall not be commenced until after the complete performance of said contract and final settlement thereof, and shall be commenced within one year after the performance and final settlement of said contract, and not later: *And provided further*, That where suit is so instituted by a creditor or by creditors, only one action shall be brought, and

any creditor may file his claim in such action and be made party thereto within one year from the completion of the work under said contract, and not later. If the recovery on the bond should be inadequate to pay the amounts found due to all of said creditors, judgment shall be given to each creditor pro rata of the amount of the recovery. The surety on said bond may pay into court, for distribution among said claimants and creditors, the full amount of the sureties' liability, to wit, the penalty named in the bond, less any amount which said surety may have had to pay to the United States by reason of the execution of said bond, and upon so doing the surety will be relieved from further liability: *Provided further*, That in all suits instituted under the provisions of this act such personal notice of the pendency of such suits, informing them of their right to intervene as the court may order, shall be given to all known creditors, and in addition thereto notice of publication in some newspaper of general circulation, published in the State or town where the contract is being performed, for at least three successive weeks, the last publication to be at least three months before the time limited therefor."

Approved February 24, 1905.

CHAPTER 1434.—*Protection of employees on street railways—Inclosed platforms—District of Columbia.*

SECTION 1. Every person or corporation operating street cars in the District of Columbia shall provide each of the same with a glass vestibule, surrounding, as nearly as possible, the place where the motorman operating said car stands, so that said motorman shall be protected from inclement weather.

SEC. 2. Every person or corporation who or which shall violate the provisions of this act shall be guilty of a misdemeanor, and upon conviction shall be fined not less than one hundred nor more than five hundred dollars for each and every day any street car is operated not provided with the vestibule required by this act: *Provided, however*, That the requirements of this act shall not apply to cars operated from the first day of April to the first day of November of each and every year.

SEC. 3. This act shall take effect from and after the thirtieth day of November, anno Domini nineteen hundred and five.

Approved, March 3, 1905.

CHAPTER 1454.—*Inspection of steam vessels—Negligence of employees.*

SECTION 1. Section forty-four hundred and seventeen of the Revised Statutes of the United States [shall] be amended to read as follows:

"SEC. 4417. The local inspectors shall, once in every year, at least, carefully inspect the hull of each steam vessel within their respective districts, and shall satisfy themselves that every such vessel so submitted to their inspection is of a structure suitable for the service in which she is to be employed, has suitable accommodations for passengers and the crew, and is in a condition to warrant the belief that she may be used in navigation as a steamer, with safety to life, and that all the requirements of law in regard to fires, boats, pumps, hose, life-preservers, floats, anchors, cables, and other things are faithfully complied with; and if they deem it expedient they may direct the vessel to be put in motion, and may adopt any other suitable means to test her sufficiency and that of her equipment. * * *

SEC. 2. Section forty-four hundred and fifty-three of the Revised Statutes of the United States is hereby amended to read as follows:

"SEC. 4453. In addition to the annual inspection, the local inspectors shall examine, at proper times, steamers arriving and departing to and from their respective ports, so often as to enable them to detect any neglect to comply with the requirements of law, and also any defects or imperfections becoming apparent after the inspection aforesaid, and tending to render the navigation of the vessels unsafe; and if they shall discover any omission to comply with the law, or that repairs have become necessary to make the vessel safe, the inspectors shall at once notify the master, in writing, stating in the notice what is required; and if the master deems the requirements unreasonable or unnecessary, he may apply for a reexamination of the case to the supervising inspector, as provided in the preceding section. All inspections and orders for repairs shall be promptly made by the inspectors, and, when it can be safely done in their judgment, they shall permit repairs to be made where those interested can

most conveniently do them. And whenever any local inspector or supervising inspector ascertains to his satisfaction that any vessel, subject to the provisions of this title, has been or is being navigated or operated without complying with the terms of the vessel's certificate of inspection regarding the number and class of licensed officers and crew, or without complying with the provisions of law and her said certificate as to the number or kind of life-saving or fire-fighting apparatus, or without maintaining in good and efficient condition her lifeboats, fire pumps, fire hose, and life-preservers, or that for any other reason said vessel can not be operated with safety to life, the said local or supervising inspector shall order the owner or master of said vessel to correct such unlawful conditions, and may require that the vessel at once cease navigating and be submitted to reinspection; and in case the said orders of such inspector shall not at once be complied with, the said inspector shall revoke the said vessel's certificate of inspection and shall immediately give to the owner, master, or agent of said vessel notice, in writing, of such revocation; and no new certificate of inspection shall be again issued to her until the provisions of this title have been complied with. Any vessel subject to the provisions of this title operating or navigating or attempting to operate or navigate after the revocation of her certificate of inspection and before the issuance of a new certificate, shall, upon application by the inspector to any district court of the United States having jurisdiction, and by proper order or action of said court in the premises, be seized summarily by way of libel and held without privilege of release by bail or bond until a proper certificate of inspection shall have been issued to said vessel: *Provided*, That the master or owner of any vessel whose certificate shall have been so revoked may within thirty days after receiving notice of such revocation appeal to the Secretary of Commerce and Labor for a reexamination of the case, and upon such appeal the said Secretary shall have the power to revise, modify, or set aside such action of the local or supervising inspector and direct the issuance to such vessel of her original certificate or of a new certificate of inspection; and in case the said Secretary shall so direct the issuance of a certificate, all judicial process against said vessel based on this section shall thereupon be of no further force or effect, and the vessel shall thereupon be released."

SEC. 5. Section fifty-three hundred and forty-four of the Revised Statutes of the United States is hereby amended to read as follows:

"SEC. 5344. Every captain, engineer, pilot, or other person employed on any steamboat or vessel, by whose misconduct, negligence, or inattention to his duties on such vessel the life of any person is destroyed, and every owner, charterer, inspector, or other public officer, through whose fraud, neglect, connivance, misconduct, or violation of law, the life of any person is destroyed, shall be deemed guilty of the felony of manslaughter, and upon conviction thereof, before any circuit court of the United States, shall be sentenced to pay a fine of not more than ten thousand dollars, or to confinement at hard labor for a period of not more than ten years, or either, or both: *Provided*, That when the owner or charterer of any steamboat or vessel shall be a corporation, any executive officer of such corporation, for the time being actually charged with the control and management of the operation, equipment, or navigation of such steamboat or vessel, who has knowingly and willfully caused or allowed such fraud, neglect, connivance, misconduct, or violation of law, by which the life of any person is destroyed, shall be deemed guilty of the felony of manslaughter, and upon conviction thereof, before any circuit court of the United States, shall be sentenced to confinement at hard labor for a period of not more than ten years."

SEC. 6. This act shall take effect and be in force on and after the first day of July, nineteen hundred and five.

Approved, March 3, 1905.

CHAPTER 1456.—*Inspection of steam vessels.*

SECTION 1.—Section forty-four hundred and eighteen of the Revised Statutes of the United States is hereby amended to read as follows:

"SEC. 4418. The local inspectors shall also inspect the boilers and their appurtenances in all steam vessels before the same shall be used, and once at least in every year thereafter, and shall subject all boilers to the hydrostatic pressure. All such vessels shall comply with the following requirements, namely: That the boilers are well made, of good and suitable material; that the openings for the passage of water and steam, respectively, and all pipes and tubes exposed to

heat, are of proper dimensions and free from obstructions; that the spaces between and around the flues are sufficient; that flues, boilers, furnaces, safety valves, fusible plugs, low-water indicators, feed-water apparatus, gauge cocks, steam gauges, water and steam pipes connecting boilers, means of prevention of sparks and flames from fire doors, low-water gauges, means of removing mud and sediment from boilers, and all other such machinery and appurtenances thereof, are of such construction, shape, condition arrangement, and material that the same may be safely employed in the service proposed without peril to life; and the local inspectors shall satisfy themselves by thorough examination that said requirements of law and regulations in regard thereto have been fully complied with. All boilers used on steam vessels and constructed of iron or steel plates, inspected under the provisions of section forty-four hundred and thirty, shall be subjected to a hydrostatic test, in the ratio of one hundred and fifty pounds to the square inch to one hundred pounds to the square inch of the working steam power allowed. No boiler or flue pipe, nor any of the connections therewith, shall be approved, which is made, in whole or in part, of bad material, or is unsafe in its form, or dangerous from defective workmanship, age, use, or other cause."

Approved, March 3, 1905.

CHAPTER 1457.—*Inspection of steam vessels.*

SECTION 4. Section forty-four hundred and twenty-six of the Revised Statutes of the United States, as amended by act of January eighteenth, eighteen hundred and ninety-seven, is hereby further amended to read as follows:

"SEC. 4426. The hull and boilers of every ferryboat, canal boat, yacht, or other small craft of like character propelled by steam, shall be inspected under the provisions of this title. Such other provisions of law for the better security of life as may be applicable to such vessels shall, by the regulations of the board of supervising inspectors, also be required to be complied with before a certificate of inspection shall be granted, and no such vessel shall be navigated without a licensed engineer and a licensed pilot: *Provided, however,* That in open steam launches of ten tons burden and under, one person, if duly qualified, may serve in the double capacity of pilot and engineer. All vessels of above fifteen tons burden carrying freight or passengers for hire, propelled by gas, fluid, naphtha, or electric motors, shall be, and are hereby, made subject to all the provisions of section forty-four hundred and twenty-six of the Revised Statutes of the United States relating to the inspection of hulls and boilers and requiring engineers and pilots, and for any violation of the provisions of this title applicable to such vessels, or of rules or regulations lawfully established thereunder, and to the extent to which such provisions of law and regulations are so applicable, the said vessels, their masters, officers, and owners shall be subject to the provisions of sections forty-four hundred and ninety-six, forty-four hundred and ninety-seven, forty-four hundred and ninety-eight, forty-four hundred and ninety-nine, and forty-five hundred, relating to the imposition and enforcement of penalties and the enforcement of law."

Approved, March 3, 1905.

CUMULATIVE INDEX OF LABOR LAWS AND DECISIONS RELATING THERETO.

[This index includes all labor laws enacted since January 1, 1904, and published in the Bulletin. Laws enacted previously appear in the Tenth Special Report of the Commissioner of Labor. The decisions indexed under the various headings relate to the laws on the same subjects without regard to their date of enactment and are indicated by the letter "D" in parenthesis following the name of the State.]

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LABOR CONDITIONS IN PORTO RICO.

BY WALTER E. WEYL, PH. D.

INTRODUCTION AND SUMMARY.

Labor conditions in Porto Rico are inherently different from labor conditions in the United States, or in any of the highly civilized countries of Europe. Porto Rico is a tropical island, and the striking difference which one feels in coming from a country in the temperate zone to the Tropics is reflected in an entire change in the social, political, and economic conditions of the two regions. The absence of winter and the warm, equable climate reduce the necessities of the population, and have determined largely the housing, clothing, food, earnings, and the manner of living and working of the population. The character of the industries is also different. Tropical agriculture is carried on in a manner entirely at variance with the agriculture of temperate zones, and the same is true of all other forms of industrial life.

A study of Porto Rican labor conditions is practically a study of the economic and industrial conditions of the island. This study necessitates, therefore, a consideration of the racial character of the population and of the manner and rapidity with which the population increases, as a result of the excess of births over deaths, or of immigration over emigration.

The labor problem in Porto Rico, as compared with that in the United States, is extremely simple. The island is not, as is the United States, a vast complex of agriculture, industry, and commerce, mutually dependent and altogether self-sufficing. The country is preponderatingly agricultural, and the great mass of the working population is engaged in agriculture. As a consequence, an overwhelming proportion of the workingmen belong to the unskilled or low-

skilled class. There is little differentiation, little specialization, little subdivision of labor. The workmen of the country are upon a low basis, as regards the character and the variety of their work and the amount of their remuneration, and they are not yet sufficiently advanced to be organized into great unions, as in the more highly developed countries.

Just as there is no considerable differentiation among the workingmen of Porto Rico, so there has been but little change in conditions during several centuries. Since the sixteenth century the population has steadily increased, and what was once a sparsely settled country has now attained a density of population considerably in excess of that of our more populous Eastern States. Aside from this numerical increase, the condition of the population and of the working classes in particular has remained stationary. The people live now as they lived one or two hundred years ago, close to the soil. They are still, though to a less extent than formerly, dependent largely upon the immediate products of the region, and it is still possible for a small acreage to maintain life in the same manner as life was maintained in the island two hundred years ago. The island, lying to the eastward of the American continent, seemed to be largely forgotten during the centuries, and there was but little interference from without, and until within recent years no sudden or great turn in the development from within. It is probable that the condition of the working class in Porto Rico has changed less in three hundred years than the condition of the working class in the United States has changed in fifty years.

There are certain interesting phenomena in Porto Rico which might be studied with advantage. One of these is the influence of slavery and of emancipation. Like all tropical countries in America, labor in Porto Rico was formerly in large part slave, and, as in these countries, emancipation took place within the last century. African slavery was introduced as early as 1513, and was extended gradually as the aboriginal population disappeared. From 1860 on, the number of slaves diminished, and since 1873, when emancipation took place, there has been no slavery on the island. The long-continued existence of slavery, however, has had its effect on the industrial character of large sections of the laboring population.

Labor conditions in Porto Rico have been largely affected by the character of the environment and by the nature of the population. Upon this small island, without mineral resources and without large harbors, a population of 1,000,000 people is gathered. The island consists of a longitudinal ridge of mountains gradually sloping to a narrow plain extending around the coast. The atmosphere is humid and somewhat enervating on the northern coast, but drier on the southern. The population consists largely of descendants of Spaniards and of negroes, with a probable admixture of Indian blood. The popula-

tion is rapidly increasing, as it has in the past, and is practically unaffected by immigration and emigration, which are small. There is but little race antagonism between the whites and the colored people. The island remained for almost four hundred years under the rule of the Spaniards, and during that period it had only a few months of autonomous government. The religion of the vast mass of the population is Roman Catholic.

The great majority of the population reside in the country, not more than 8 per cent of the entire population living in cities of 8,000 or over. Until within recent years the sanitary conditions of the island were execrable, and a vast amount of work will be required to make the conditions even approximately good. The education of the people of the island has for centuries been neglected, and it is only since the American occupation that substantial progress has been made.

The proportion which the workers bear to the entire population of Porto Rico is somewhat smaller than that prevailing in the United States. This is due, however, to the large number of children on the island. Considering the adult population, Porto Rico has almost exactly the same proportion of breadwinners and dependents as the United States; but a far larger proportion of these workers are engaged in agriculture and a much smaller proportion in manufacturing, mining, commerce, and the professions. The proportion of women employed is very much smaller than in the United States, and the employment of women, so far as it goes, is very much greater in the cities of Porto Rico than in the country districts. There is a large employment of boy and girl labor, even below the age of 10 years.

The great mass of the labor of Porto Rico is unskilled, over five-eighths of all workmen being classed under the general head of laborers, and a much larger percentage being directly classable as unskilled. The largest class of workers of all sorts is that of agricultural laborers or field hands. Both white and colored laborers work as field hands. The whites, who form over three-fifths of the population, are to be found in larger proportions in the uplands than on the coast. The principal industry in which these white people are engaged is that of coffee raising, which is the most important industry in the uplands. The corresponding industry in the lowlands is sugar culture, which is rapidly growing in importance.

Roughly speaking, the daily wages of field hands in Porto Rico range from 30 cents to 55 cents. The prevailing rate of wages in the coffee region is from 25 cents a day, with a breakfast worth 5 cents, to 30 cents a day, with or without breakfast. The prevailing rate of wages in tobacco raising is slightly above 40 cents a day, and the prevailing rate of wages in the sugar industry is about 50 or

slightly above 50 cents a day. These wages vary slightly from plantation to plantation or from year to year. To a very large extent wages are fixed by custom rather than by the direct and obvious action of competition.

The principal disturbing element to wages, both of agricultural hands and of urban workers, was the change in the currency from the provincial money existing in 1899 to the American currency.^a The sudden change from a dollar worth 60 cents in gold to a dollar worth 100 cents in gold, or, in other words, an advance of 66⅔ per cent in the value of the circulating medium, could not but have a considerable influence upon the wages of the people. The effect of this change in the coffee district was obscured by a frightful hurricane which occurred at about the same time (1899) and which crippled for a considerable time the coffee industry. The depression which occurred not only as a result of this hurricane, but also from other causes, is not yet past, and has prevented the workmen from obtaining the same pay in American currency as was formerly obtained in the provincial currency.

The net result of the changes in wages and in the currency in the coffee district was to leave the worker worse off than before. The hardship inflicted upon the workers in the coffee district, however, has been even greater than that entailed by these changes, because

^a Prior to 1895 the currency of Porto Rico was Mexican, for which the provincial currency was exchanged at the rate of \$95 of provincial money for \$100 of Mexican money. At the time of the American occupation the circulating medium of the country was provincial silver that had been coined at the mints of Madrid and Seville and exported to the island. These coins, together with fractional currency, bore the date of 1895 or of 1896, and by the year 1898 there were about six and a half millions of provincial silver in the country. As compared with the gold dollar, the Porto Rican peso was below par. Its bullion value was less than that of the American silver dollar, the value of the silver being only 93.5 per cent of the value of the American silver dollar. In 1898, and for a short time previous, the dollar exchanged at a fixed, arbitrary, official rate of 60 cents, the American gold dollar being at a premium of 66⅔ per cent, though this official rate was not observed in private commercial or banking transactions.

The following table shows the value of the Porto Rican peso in American gold for the years 1884 to 1899:

VALUE OF PORTO RICAN PESOS IN AMERICAN GOLD, 1884 to 1899.

Year.	Lowest.	Highest.	Mean.	Year.	Lowest.	Highest.	Mean.
1884	\$0.870	\$0.893	\$0.882	1892	\$0.763	\$0.840	\$0.802
1885	.833	.909	.871	1893	.699	.777	.738
1886	.800	.870	.835	1894	.625	.714	.670
1887	.781	.853	.807	1895	.526	.607	.567
1888	.813	.893	.853	1896	.625	.680	.653
1889	.781	.855	.818	1897	.584	.641	.613
1890	.794	.893	.844	1898	.584	.629	.607
1891	.813	.840	.827	1899	.606	.629	.618

there has come a very great reduction in the total amount of work to be done and a consequent lessening of the regularity of employment.

The effect of the change in the currency on wages has been equally obscured in the sugar regions. While in the coffee districts the change from a 60-cent dollar to a 100-cent dollar was synchronous with a great depression in the industry, on the other hand the change in the sugar industry occurred along with a rapid increase in the prosperity of that industry. The declaration of free trade with the United States opened up to Porto Rican sugar producers a free and practically unlimited market. As a consequence, the raising of sugar has become immensely profitable. Tens of thousands of acres are planted in cane, and the industry is being extended in all directions. Land which formerly lay fallow or was used for pasture is now put into cane, with the result of an increased demand for labor. The peons, or agricultural workers, in sugar culture, appear to be now receiving the same rate of pay in American currency as they formerly received in the depreciated provincial currency, and, as changes in prices have not been sufficient to offset this difference, the condition of the peons on the coast seems to have been materially bettered.

The wages of the manual laborers in the cities do not appear to have remained at the same level in American currency as formerly in the depreciated currency. There are, however, no trustworthy comparative statistics upon this subject, and it is necessary to base a judgment largely upon the statements made by employers and workmen. There seems, upon the whole, to have been an increase in the actual purchasing power of the wages in the cities. In San Juan the present wages for some occupations are the same in gold as they were in provincial currency in 1898, and while the gold prices of commodities, and especially rents, have risen, the condition of a large section of the urban population appears to have improved. On the other hand, there is to be noted in many trades a marked retrogression in the condition of the workers. The old system of hand trades in Porto Rico, suffering as it did from local competition in Spanish days, has now begun to decline rapidly as a result of the competition from American manufacturers. There are many handicraftsmen who were formerly occupied in manufacturing articles who are now limited entirely to doing repair work. This change has come about from the fact that it is much cheaper to produce these articles by machinery in large and well-equipped American factories than to produce the same articles by hand labor in Porto Rico, even though the rate of wages is much lower in Porto Rico. The handicraftsmen of Porto Rico complain of the lack of work and the reduction both in the volume and in the remuneration of their labor.

The rates of wages for many urban occupations are given in detail in the appendix to this report.

To a considerable extent the wages of rural workers are supplemented by additional remuneration in the form of free lodging, free breakfasts or lunches, and in some cases free fuel. These supplementary earnings are much more common in some districts than in others, and they appear to have been more common in former times than at present. In many parts of the country it is usual to permit the peon to "squat" upon the land of the proprietor and to build a hut from wood obtained upon the proprietor's land. The entire value of one of these huts, as measured in labor, does not seem to average more than \$20, although this is admittedly an estimate. The rent granted free is thus inconsiderable, and does not constitute an addition to wages of more than about a cent or two a day; nor is the custom uniform or universal. On many of the plantations visited there was accommodation for only a part of the peons, and no accommodations for others. The grant of breakfast, which is the midday or 11 a. m. meal, is of more consequence. This meal usually consists of about a quarter of a pound of codfish, together with eight or twelve plantains or bananas, and is supposed to amount in value to about 5 cents a day. In some cases the right of the peon to utilize a small part of the land and raise thereon his own fruits and vegetables constitutes a considerable addition to his remuneration. In the urban centers this system of supplementary wages does not seem to prevail.

The labor of women is relatively less important in Porto Rico than in the United States. Statistics are given for women's wages in the tables which form a part of this report. As in all other countries, the rate of remuneration is considerably smaller than that for work requiring approximately equal skill performed by men.

The principal cause of the low wages prevailing in Porto Rico appears to be the large excess of population. The statistics of births and deaths in Porto Rico are defective and throw no direct light upon the situation, but from other available statistics it is quite clear that the population, already extremely dense, is increasing at a rapid rate. The nature of the industries of the island and the manner in which the working people live are such as to cause the population to increase rapidly. The marriage relation in Porto Rico is extremely loose. Many men and women are living together in permanent sexual relationship who have not been married, either legally or by ecclesiastical sanction, and there are many consensual unions which are fluctuating in their character. In a number of cases a man may live alternately with several wives, and instances are not infrequent where the present common-law wife and a former deserted wife live in same street. The unions, both legal and free, take place at

a very early age and result in large families. In the country districts the cost of raising children is extremely low, and the prevailing custom of making the children useful and a source of family income at an early age encourages the rapid increase of population. On the other hand, there is a high mortality, especially among children, which acts as a check upon the growing numbers. Notwithstanding this fact the working-class population, already in excess of the demand for labor under the present conditions of industry, is growing at a rapid pace.

Another cause of the low wages prevailing in Porto Rico is the relative inefficiency of the workers. This inefficiency is due in part to a certain listlessness, unintelligence, carelessness, and lack of initiative, and may be in part traceable to the conditions of work during slave times as well as to the manner in which the work is directed and controlled. The efficiency of the worker may be also affected indirectly by the contempt in which manual labor and the manual laborer are held by the land-owning class of society. The work of the peon, both in the country districts and in the cities, is also rendered less effective by the absence of improved means of cultivation or manufacture, and by the habit of permitting things to be done in the way in which they have been done for decades, instead of taking advantage of the progress in machinery and in the technical arts. The principal cause of the inefficiency of the worker, however, is his illness and in many cases his malnutrition.

Statistics of hours of labor are given in considerable detail in the appendix to this report. In all cases these statistics are based upon verbal statements, either by manufacturers or by workingmen, and have not been tested by reference to time books, owing to the fact that such records are not kept.

The remuneration of the laborer depends not only upon the amount of money which he receives, but also upon the cost of the articles for which this money must be expended. Detailed statements are presented in this report, bearing upon wholesale and retail prices and upon the cost of living. This cost of living is a very different factor from that with which the American workingman has to deal. Life in Porto Rico is much simpler and the requirements are very much lower. The ordinary agricultural laborer lives, with his family, in a single hut, which is built by his own labor, and which is practically without furniture and entirely without decoration. Fuel for heating is unnecessary, and fuel for cooking is either cheap or gathered entirely free of money cost. Of his living expenditures, by far the largest part is for food, which is small in variety, simple in quality, and low in cost. The diet of the Porto Rican peasants, especially in the coffee districts, is below what is necessary to maintain industrial efficiency. The cost of living in the cities, and espe-

cially in San Juan, is very much higher and the requirements are much greater. The housing conditions in the cities of Porto Rico, especially in certain parts of San Juan, are very bad.

The sanitary condition of the island, which was extremely bad under Spanish domination, has steadily improved since the American occupation, but there still remains much to be done to bring it to the level of American cities. In the cities ordinances have been enacted requiring the establishment of water-closets and providing for the conveying of water to the houses, and conditions have been improved. In the country districts the situation is much worse than in the cities, and the primary dictates of health and decency are flagrantly disregarded, with the result that the health of the people is seriously affected.

The worst scourge of the population of Porto Rico, and especially of the rural working-class population, is anemia. This disease, which is caused by a minute hookworm which attacks the red corpuscles of the blood, is almost universal throughout the upland districts of the island. The consequence of the widespread character of the disease is to permanently debilitate great masses of the population and to render them either partially or totally incapable of work. Much of the alleged laziness of the Porto Rican is due to this disease, which renders work extremely painful and wearisome. The disease is spread chiefly by the feces of the persons infected, and its widespread character in Porto Rico is the result of the custom, in the universal absence of water-closets, of depositing excreta upon the ground, where it serves as the basis of future infection. The prevalent habit of the country people in going barefooted tends to facilitate the spread of the disease. At the present time the problem of anemia is being vigorously attacked by a commission appointed by the insular government. Thousands of cures have been effected, and an effort is being made to spread among the people a knowledge of the means necessary to combat the disease. The permanent cure of the people of Porto Rico would be of enormous influence in increasing the efficiency of the working population of the island.

An attempt is also being made to increase the efficiency of the workers by spreading among them the benefits of an elementary education. The vast majority of the population of Porto Rico, as is shown by the statistics contained in this report, are illiterate. Considerable advance has been made since the American occupation of the island, not only in ordinary elementary education but also in industrial training.

The subject of labor organizations and strikes is treated in this report. It has not been feasible to obtain reliable statistics of strikes. Such replies as were made to inquiries were so palpably incorrect or hopelessly vague as to render it inadvisable to continue the investiga-

tion. The general conditions underlying labor organizations in the island of Porto Rico, however, are set forth, as well as a statement concerning the status of the labor unions and the history and present position of the *Federación Libre*, or the Free Federation, the Porto Rican organization affiliated with the American Federation of Labor.

In securing the original data contained in this report many difficulties were encountered. It was often extremely difficult to obtain reliable statistics of wages. The average establishment in Porto Rico is small, and in many instances business has been directed for years in a primitive manner. Many of the employers interrogated claimed that they had no pay rolls, and even where the pay roll was available it was not always useful. It was often difficult and sometimes impossible to learn from the pay rolls the nationality of the employee, whether Porto Rican, Spanish, or a native of some other West Indian island. In some cases it was even difficult to arrive at the sex of the employee, since many of the Spanish names might stand for either male or female workers. Again, many of the pay rolls are kept by numbers instead of by names. Another difficulty in obtaining statistics of wages arose from the fact that in many of the industries the occupation or special work of the employee was entirely different from anything which we have in the United States, owing to the fact that the industry in Porto Rico has not arrived at the same stage of development as in the United States.

It was still more difficult to obtain data bearing upon the cost of living. While retail prices have been given for a number of the articles of consumption, there are others, such as bananas, yautias, yams, plantains, etc., which are important, but for which statistics of general validity are difficult to obtain. Many shop people do not keep books, and catalogues are, as a rule, issued only by large firms, which do not cater to the working classes. Where catalogues do exist the prices are likely to be in excess of those actually charged. Prices vary from town to town, from shop to shop, from customer to customer, and from minute to minute. In the very small stores, where the workingmen purchase, articles are sold not by weight or measure, but by the cent's worth. The clerks in these stores acquire great dexterity in determining by the eye the proper amount of beans or rice or soap to be sold for one cent, but there is nothing accurate or uniform in the determination of the quantity. None of the working class families keep accounts, and the uniform reply to the question of how much does it cost you to live is: "I spend all I earn; I spend all I have."

One of the difficulties encountered in obtaining information upon labor conditions in Porto Rico is the fact that, except in a few cases, it is not possible to obtain the statements of the employers on questions which are not a matter of record. To a considerable extent th

statements made by employers on such matters have been compared with similar statements by other employers and with the information given by the trade-union leaders of the island. In some cases, however, this has not been possible, especially where the labor has been performed, not as the result of a direct contract with the employer, but through a middleman or contractor. The ordinary unskilled workman, or peon, is unable to give accurate information concerning the conditions of labor under which he works.

PHYSICAL CHARACTER OF THE ISLAND.

The industrial and labor conditions of Porto Rico have been influenced primarily by the physical character of the Territory and the nature of the population inhabiting it. Porto Rico, the smallest of the Greater Antilles, lies to the east of Haiti, being separated from that island by the Mona passage. It stretches from latitude $17^{\circ} 50'$ to $18^{\circ} 30'$ north; from longitude $65^{\circ} 30'$ to $67^{\circ} 15'$ west, being thus the easternmost of the Greater Antilles and entirely within the Tropics. Its shape is rectangular, its length east and west being slightly over 100 miles and its breadth north and south about 36 miles. Its area, about 3,600 square miles, is three-fourths of that of Connecticut and a little over a thousandth of that of the United States.

The island of Porto Rico consists of a range of mountains and hills running east and west, with a maximum altitude slightly over 3,600 feet and sloping toward the coast. The slope of the land is gradual toward the north, but steep and difficult toward the south. The greater portion of the area is high, and from the range of hills which form the water divide of the island hundreds of small rivers and streams flow northward and southward to the coast. These rivers are not navigable except for a few miles near their mouths.

This island is, by its natural conditions, adapted for agriculture but not for mining, manufacturing, or commerce. The climate of the island is remarkably equable. The temperature very rarely rises to 100° Fahrenheit, and for a long period the average annual temperature has ranged on the northern coast from 78° to 82° . The coolest month in the year is January, with a temperature averaging about 75° , while in August, the hottest month, the average is about 82° . While the variation from month to month is but slight, there is considerable difference according to altitude. The temperature in the interior, especially on the higher levels of Aibonito, Cayey, and Utuado, is much lower than along the coast. The island has the advantage of a daily sea breeze, and the evenings are mostly cool. During the summer season the temperature rises and there is much rain. The humidity is also very high, averaging in San Juan about

80 per cent. The absence of cold weather and the high degree of humidity render the climate somewhat debilitating. The rainfall is heaviest on the northern coast, averaging about 60 inches in San Juan, and of this rain about 40 inches, or two-thirds, falls during the summer and the autumn months.

The island is poor in mineral resources. Such minerals as were discovered in Porto Rico were long since exhausted by the mining operations of the Spaniards, and at the present time no mining of any extent is carried on.

Nor are there great opportunities for commerce. The coast is generally low and level and there are few good harbors, the best being that of San Juan, the capital of the island. Ponce, Guanica, and Jobos are the only harbors on the southern coast where boats of ordinary draft can enter. Porto Rico may thus be described as a small island, mountainous in the center and level along the coasts, with a climate and soil adapted for tropical agriculture, but without mineral resources and without good harbors.

POPULATION AND RACE.

According to the census of 1899 the population of Porto Rico was 953,243, spread over an area of only 3,606 square miles and giving a density of 264 to the square mile. This density is about the same as that of New Jersey in 1900, almost twice that of Pennsylvania, slightly over three times that of Illinois, and over seven times that of Cuba.

The island of Porto Rico is not only densely but evenly settled. The density of population of the seven departments into which the island is divided ranged in 1899 from 200 to the square mile to 415 to the square mile. The most thickly populated department is thus only slightly over twice as densely settled as the most sparsely settled department. Judged by a comparison of the last census with former census enumerations this evenness of settlement in Porto Rico is increasing.

The island is more thickly settled in the west than in the east, and more densely settled in the north than in the south. The coast lands are more thickly settled than the interior. The most sparsely settled of the entire 69 municipal districts of the island has a population of 58 to the square mile—about the same density of population as Indiana.

The original Indian population was conquered and practically exterminated by the invading Spaniards, but there is evidence of a considerable intermixture between the Spaniards and the Indian women. The population of the island, even at the present day, retains traces of the Carib or Indian physiognomy. Beginning with

the early part of the sixteenth century, large numbers of negroes were introduced. There were probably many unions between the whites and the remaining Indians, and between each of these and the newly arrived negroes. As a consequence, the present population of the island of Porto Rico is made up, to a considerable extent, of the descendants of these unions between whites and blacks, with a certain admixture of the descendants of unions between Indians and whites, and between Indians and negroes.

Of the 953,243 inhabitants of Porto Rico enumerated in the census of 1899, 589,426, or 61.8 per cent, were returned as whites, and 363,817 as colored. Of the latter, an insignificant proportion (75 in all) were Chinese, the remainder being negroes and persons of mixed white and negro blood. The proportion of white persons in Porto Rico is thus apparently greater than in any other of the West Indies except Cuba. While the proportion of whites was 66.9 per cent in Cuba (1899) and 61.8 per cent in Porto Rico, only 38.4 per cent of the inhabitants of the Bermudas, 25 per cent of the inhabitants of the Bahamas, 8.6 per cent of the inhabitants of Barbados, 6 per cent of the inhabitants of St. Vincent, 4 per cent of the inhabitants of the Leeward Islands, and 2.3 per cent of the inhabitants of Jamaica were of white blood. According to the census, there was in 1899 a larger proportion of persons of white blood in Porto Rico than there was in Florida, Alabama, Georgia, Louisiana, Mississippi, or South Carolina in 1900, as is shown in the following table:

PERCENTAGE OF WHITE, COLORED, AND NEGRO POPULATION OF TOTAL POPULATION IN CERTAIN SELECTED STATES OF THE UNITED STATES, 1900.

[From the Twelfth Census of the United States, 1900.]

State.	White.	Colored.	Negro.
Florida	56.3	43.7	43.7
Alabama	54.7	45.3	45.2
Georgia	53.3	46.7	46.7
Louisiana	52.8	47.2	47.1
Mississippi	41.3	58.7	58.5
South Carolina	41.6	58.4	58.4
Porto Rico (a)	61.8	38.2	.....

^a Census of 1899.

As compared with former years, the percentage of the white population of Porto Rico appears to be growing larger. Until 1820, when the colored inhabitants made up 55.6 per cent of the population of the island, the negroes gained more rapidly than the whites, but since the latter date there has been a steady and almost continuous decline until, in 1899, the proportion of colored was only 38.2 per cent. Of this, it is claimed that 83.6 per cent are of mixed blood, which, if true, would leave only about 6.3 per cent of the entire population of pure negro blood.

The proportion of whites is largest in the western departments of the island and decreases toward the east, and is somewhat greater in the northern than in the southern districts. It is also larger in the interior than on the coast. In 40 municipal districts touching on the seacoast, the proportion of whites is 58.8 per cent, while in 29 interior districts, largely in the higher and cooler parts of the island, the proportion is 66.3 per cent. The negroes are more largely employed in the culture of sugar, and the whites more largely in the culture of coffee. The colored population tends, also, to mass itself in the cities.

There are some reasons for viewing these statistics of race with considerable doubt. In Porto Rico, as elsewhere, it is frequently impossible to distinguish persons of mixed blood from pure whites or negroes. There is a constant temptation, moreover, for the individual to misrepresent his race, and to state that he is white, although he may be of pure negro or of mixed blood. It is probable, therefore, that the real proportion of colored persons, as of pure-blooded negroes, is larger than the statistics seem to indicate.

OCCUPATIONS.

The number of Porto Ricans reported by the census of 1899 as having gainful occupations was 316,365, or 33.1 per cent.^(a) This would apparently indicate that the proportion of the Porto Rican population engaged in gainful occupations was smaller than in the United States, where 38.3 per cent of the population were so engaged, or in Cuba, where there were 39.6 per cent.

This discrepancy, however, is only apparent, and can be explained. Porto Rico, as stated in another place, is said to have a larger percentage of children below the age of 10 years than the United States, Cuba, or, in fact, any other country in the civilized world. As children under 10 years of age are, generally speaking, included among the dependents, the large percentage of children in Porto Rico naturally tends to make the percentage of dependents in that island unduly large and the percentage of wage-earners small.

^a The statistics which follow concerning the occupations of the Porto Ricans are from the Census of Porto Rico, 1899. The comparison with Cuba is for the census year 1899, and that with the United States for the census year 1900. Following the terminology of the census of Porto Rico for 1899, the term "breadwinners," or "persons at work," is occasionally used for the longer phrase, "persons in gainful occupations," and the term "dependents" for "persons not engaged in gainful occupations."

The following table gives the comparative figures for persons 10 years of age or over in gainful occupations in Porto Rico and Cuba in 1899 and in the United States in 1900:

PERSONS 10 YEARS OF AGE OR OVER IN GAINFUL OCCUPATIONS IN PORTO RICO AND CUBA IN 1899 AND IN THE UNITED STATES IN 1900.

[From the Census of Porto Rico, 1899.]

Country.	Persons 10 years of age or over.	Persons 10 years of age or over in gainful occupations.	
		Number.	Per cent.
Porto Rico	650,294	316,365	48.6
Cuba	1,215,810	622,330	51.2
United States (a)	57,949,824	29,073,233	50.2

^a Twelfth Census of the United States, 1900.

It appears from the table that of the inhabitants of the age of 10 years or over 48 per cent were breadwinners in Porto Rico, as compared with 50.2 per cent in the United States and 51.2 per cent in Cuba. The proportion of breadwinners is thus 2.2 per cent less in Porto Rico than in the United States and 3.2 per cent less in Porto Rico than in Cuba.

In Porto Rico there is a slightly larger percentage of breadwinners among the colored population than among the white population. The following table shows that while 32.1 per cent of all white persons in Porto Rico are engaged in gainful occupations the percentage for colored persons is 34.8 per cent:

NUMBER AND PER CENT OF WHITE AND COLORED IN GAINFUL OCCUPATIONS.

[From the Census of Porto Rico, 1899.]

Race.	Popula- tion.	Persons in gainful occupations.	
		Number.	Per cent.
White.....	580,426	189,702	32.1
Colored.....	363,817	126,603	34.8
Total..... ^a	953,243	316,365	33.1

This difference is due to the very large employment of colored females. The percentage of white males at work is slightly greater than that of colored males, being 57 per cent for the whites and 56.7 per cent for the colored males. The percentage of colored females employed is almost double that of white females, 13.7 per cent of all colored females being engaged in gainful occupations as compared with 7.4 per cent for all white females.

The following table gives the number and percentage of white and colored males and females employed in Porto Rico in 1899:

NUMBER AND PER CENT OF WHITE AND COLORED IN GAINFUL OCCUPATIONS,
BY SEX.

[From the Census of Porto Rico, 1899.]

Race and sex.	Popula- tion.	Persons in gainful occupations.	
		Number.	Per cent.
White males.....	294,195	167,062	57.0
Colored males.....	178,066	101,002	56.7
White females.....	295,231	22,100	7.4
Colored females.....	185,751	25,601	13.7
Total.....	953,243	316,365	33.1

The great majority of the white breadwinners in Porto Rico are native born. Of 189,762 white persons engaged in gainful occupations, only 8,422, or 4.4 per cent, were born outside of Porto Rico. This is manifestly due to the fact that the white, like the colored, population is almost entirely native, less than 2 per cent of the whites of Porto Rico being of foreign birth. Of the whites in Porto Rico a far larger percentage of the foreigners than of the natives is engaged in gainful occupations. While 55.9 per cent of the native white males are engaged in gainful occupations, the proportion for the foreign-born white males is 92 per cent. The percentage of the foreign-born white females in gainful occupations is also greater than that of the native white females.

The following table shows this relative employment:

NUMBER AND PER CENT OF NATIVE AND FOREIGN-BORN WHITE PERSONS
IN GAINFUL OCCUPATIONS, BY SEX.

[From the Census of Porto Rico, 1899.]

Nativity and sex.	Popula- tion.	Persons in gainful occupations.	
		Number.	Per cent.
Native white males.....	285,303	159,478	55.9
Foreign-born white males.....	8,892	8,184	92.0
Native white females.....	292,706	21,862	7.4
Foreign-born white females.....	2,525	238	9.4
Total.....	589,426	189,762	32.1

It should be stated in explanation of this table that the large percentage of workers among the foreign born is due, primarily, if not entirely, to the fact that this immigrant population is almost entirely adult.

The following table shows for specified age groups the percentage of native white, foreign white, and colored males and females at work:

PER CENT OF MALES AND FEMALES IN GAINFUL OCCUPATIONS, IN EACH SPECIFIED AGE GROUP, BY NATIVITY.

[From the Census of Porto Rico, 1899.]

Age group.	Males.			Females.		
	Native white.	Foreign white.	Colored.	Native white.	Foreign white.	Colored.
9 years or under.....	0.4	0.9	0.8	0.3	0.9	0.4
10-14 years.....	33.6	38.0	38.4	6.5	0.9	10.1
15-19 years.....	85.6	90.9	89.6	13.7	7.0	22.1
20-24 years.....	96.5	98.1	97.6	13.1	18.1	22.2
25-29 years.....	97.3	97.9	97.7	11.2	11.1	19.7
30-34 years.....	97.5	98.3	98.0	10.8	13.0	21.5
35-44 years.....	97.2	96.0	97.9	10.9	9.2	22.7
45-54 years.....	96.1	93.8	96.7	9.9	10.9	22.0
55-64 years.....	94.3	92.5	95.2	8.1	9.2	18.9
65 years or over.....	86.9	76.8	87.3	5.5	4.7	12.0
Total.....	55.9	92.0	56.7	7.4	9.4	13.7

The percentage of persons employed of total population is nearly uniform throughout the country. In Arecibo, which has the smallest proportion of breadwinners, 31.6 per cent of the population are engaged in gainful occupations, while in Mayaguez, which has the largest proportion, the percentage is only 35 per cent. The variation in the proportion which the breadwinners bear to the population is therefore inconsiderable, and the fluctuations among the seven departments of the island are much less than among the provinces of Cuba, and very much less than among the States of the United States.

On the other hand, the percentage of persons employed is much greater in the cities than in the country. In San Juan 43.7 per cent of the total population are engaged in gainful occupations, as compared with 30.3 per cent for the rest of the department in which San Juan is situate; in Mayaguez 43.7 per cent, as compared with 33.8 per cent in the rest of the department, and in Ponce 46.2 per cent, as compared with 32.4 per cent for the rest of the department. The proportion of persons employed for the three cities was 44.7 per cent, as compared with 32.2 per cent for the remaining districts of the three departments.

This larger employment in the cities is due in some measure to the greater opportunities for work for men, but to a much larger extent to the superior opportunities for women to obtain employment. In the three cities mentioned the male breadwinners represent 65.3 per cent of the entire male population, as compared with 56.1 per cent for the rest of the three departments, and in the same cities the female breadwinners represent 26.6 per cent of the entire female population, as compared with 8.1 per cent for the rest of the three departments. While the percentage of males employed was, there-

fore, only about one-sixth greater in the cities than in the rest of the three departments, the percentage of females employed in the cities was considerably over three times as great as the percentage of females employed in the remaining portions of the three departments.

Like most countries which are preponderatingly agricultural, Porto Rico employs but a small proportion of female workers. In the United States 14.3 per cent of all females were engaged in gainful occupations; in Porto Rico only 9.9 per cent were so employed. While in the United States there were 22 females employed for every 100 male employees, there were fewer than 18 females employed in Porto Rico for every 100 male employees. Although the proportion of female workers was smaller than that of the United States, it was greater in Porto Rico than in Cuba, where only 8.8 per cent of all females were engaged in gainful occupations.

The following table shows the distribution of breadwinners in Porto Rico, Cuba, and the United States, by sex:

NUMBER AND PER CENT OF PERSONS IN GAINFUL OCCUPATIONS IN PORTO RICO, CUBA, AND THE UNITED STATES, BY SEX.

[From the Census of Porto Rico, 1899.]

Country.	Males.			Females.		
	Total.	Breadwinners.		Total.	Breadwinners.	
		Number.	Per cent.		Number.	Per cent.
Porto Rico	472,261	208,664	55.9	480,982	47,701	9.9
Cuba	815,205	555,974	68.2	757,592	66,356	8.8
United States (a)	38,816,448	23,753,836	61.2	37,178,127	5,319,397	14.3

^a Twelfth Census of the United States, 1900.

It is essential to remember in any discussion of labor conditions in Porto Rico that the population of the island is preponderatingly agricultural. While in the United States only 38.0 per cent of the entire number of breadwinners are engaged in agriculture, fishing, and mining, in Cuba 48.1 per cent and in Porto Rico 62.8 per cent were employed in that class. As the number of persons engaged in fishing and mining in Porto Rico is extremely small, while the number in the United States is large, the disproportion appears all the greater. (a) While only 3 breadwinners in 8 in the United States are engaged in agriculture, in fishing, and in mining, the proportion in Porto Rico was 5 in 8, and of those so engaged nearly all were employed almost entirely in tilling the ground.

In the United States the proportion of breadwinners engaged in domestic and personal service is 19.2 per cent; in Cuba, 22.8 per cent,

^a The census of 1899 returns only 455 fishermen, or 15 out of 10,000 of all employees, and only 48 miners and quarrymen, or less than 2 out of 10,000 of all employees. Doubtless some miners and fishermen were returned as "laborers," but their entire number was probably very small.

and in Porto Rico 20.5 per cent. It results from this that the percentage of breadwinners employed in Porto Rico in trade and transportation, in the manufacturing and mechanical industries, and in professional services is very much less than in the United States or in other manufacturing and industrial communities. There are only 76 breadwinners out of every 1,000 employed in Porto Rico in trade and transportation as compared with 164 in 1,000 in the United States, the proportion being less than one-half as much in the island as on the continent.

The difference between the proportion of workers engaged in manufacturing and mechanical industries in the United States and Porto Rico is still greater, and that between persons engaged in professional service much greater still. In Porto Rico only 84 out of every 1,000 breadwinners are engaged in manufacturing and mechanical industries, as compared with 221 in the United States; the proportion in Porto Rico being not much greater than 1 in 3 to that of the United States. Again, for every 1,000 breadwinners in Porto Rico there are but 7 persons engaged in professional service, as compared with 43 in 1,000 in the United States.

The following table shows the distribution by large groups of industries of the breadwinners in Porto Rico and Cuba in 1899, and in the United States in 1900:

PER CENT OF PERSONS IN GAINFUL OCCUPATIONS IN PORTO RICO, CUBA, AND THE UNITED STATES, BY CLASS OF OCCUPATION.

[From the Census of Porto Rico, 1899.]

Class of occupation.	Number in Porto Rico.	Per cent in—		
		Porto Rico.	Cuba.	United States. ^(a)
Agriculture, fisheries, and mining.....	198,761	62.8	48.1	38.0
Domestic and personal service.....	64,819	20.5	22.8	19.2
Manufacturing and mechanical industries.....	26,515	8.4	14.9	22.1
Trade and transportation.....	24,076	7.6	12.8	16.4
Professional service.....	2,194	.7	1.4	4.3
Total.....	316,365	100.0	100.0	100.0

^a Twelfth Census of the United States, 1900.

These comparisons are still more striking if taken in connection with the figures relating to the sexes of the breadwinners in the various groups of occupations. While 42.3 per cent of the employed males in the United States are engaged in agriculture, fisheries, and mining, the proportion of males in Porto Rico employed in the same group is as high as 73.3 per cent. In other words, almost three-fourths of all men and boys engaged in any occupation in Porto Rico are employed directly in agriculture. The males employed in domestic and personal service in Porto Rico represent 10.2 per cent of total breadwinners; in the United States, 14.7 per cent. Males

engaged in trade and transportation in Porto Rico represent 8.3 per cent, as against 17.9 per cent in the United States. In the latter country those engaged in manufacturing and mechanical pursuits represent 21.6 per cent, while in the former only 7.5 per cent are employed in such occupations; and those engaged in professional service represent 0.7 per cent in Porto Rico and 3.5 per cent in the United States.

While the male employees in Porto Rico are preponderatingly engaged in agriculture, the women and girls are employed mostly in domestic and personal service. In the United States 18.4 per cent of all females employed are in agriculture, fishing, and mining, and 39.4 per cent in domestic and personal service; in Porto Rico the proportions of women engaged in these groups of occupations, as compared with the total number of women employed, are 3.9 per cent and 78.4 per cent, respectively. In other words, while there are fewer than 2½ American women and girls employed in domestic and personal service to every woman or girl employed in agriculture, fishing, and mining, there are in Porto Rico over 20 females employed in the first group of occupations for every female employed in the second. The percentage of women engaged in professional service is also smaller, as has already been stated. In proportion to the total number of females, 14.3 per cent women are employed in the United States, as against 9.9 per cent in Porto Rico, a difference of 4.4 per cent in favor of the United States. Of those employed, moreover, there is over 11 times as large a proportion in the United States engaged in professional service as there is in Porto Rico. Out of every 1,000 females in gainful occupations in the United States 81 are employed in the professions, and of every 1,000 females employed in Porto Rico there are only 7 so engaged. Out of every 10,000 females, both breadwinners and dependents, in the United States, 116 are engaged in the professions, while in Porto Rico, of every 10,000 females in the country, only 6.4 are so employed.

The following table shows the percentage of breadwinners, by sex, in Porto Rico, as compared with Cuba and the United States:

PER CENT OF MALES AND FEMALES IN GAINFUL OCCUPATIONS IN PORTO RICO, CUBA, AND THE UNITED STATES, BY CLASS OF OCCUPATION.

[From the Census of Porto Rico, 1899.]

Class of occupation.	Porto Rico.		Cuba.		United States, (a)	
	Males.	Females.	Males.	Females.	Males.	Females.
Agriculture, fisheries, and mining	73.3	3.9	52.6	10.3	42.3	18.4
Domestic and personal service	10.2	78.4	17.2	69.6	14.7	39.4
Manufacturing and mechanical pursuits	7.5	13.4	14.7	16.6	21.6	24.7
Trade and transportation	8.3	3.6	14.2	1.0	17.9	9.4
Professional service	.7	.7	1.3	2.5	3.5	8.1
Total	100.0	100.0	100.0	100.0	100.0	100.0

^a Twelfth Census of the United States, 1900.

The great majority of breadwinners in Porto Rico belong to the unskilled classes. Of every 1,000 breadwinners 682 were classed as laborers and 82 were classed as servants. In other words, 76.4 per cent, or over three-fourths of all men, women, boys, and girls employed on the island, were laborers or servants. The proportion of males is still greater, 78.8 per cent of all males employed, or almost four-fifths, being reported as laborers.

The following table shows the percentage of breadwinners of both sexes in 9 specified occupations, including, as may be seen, 92 per cent of all breadwinners:

PER CENT OF PERSONS IN PORTO RICO IN 9 SPECIFIED OCCUPATIONS OF TOTAL PERSONS EMPLOYED.

[From the Census of Porto Rico, 1899.]

Occupation.	Per cent of all breadwinners engaged.	Occupation.	Per cent of all breadwinners engaged.
Laborers	68.2	Salesmen and saleswomen	1.5
Servants	8.2	Agents	1.3
Laundresses	5.4	Operatives in cigar factories	1.2
Merchants	2.8		
Dressmakers and seamstresses	1.8	Total	92.0
Carpenters	1.6		

The laboring population of Porto Rico is extremely homogeneous. The census of 1899 divided all breadwinners into 82 special classes of occupations, but 68.2 per cent are employed in the single category of unclassified laborers and 92 per cent in 9 classes. The other 73 classes thus included only 8 per cent of all workers.

Of the 82 classes above mentioned, moreover, 52 classes are made up of special occupations, each employing less than 0.1 per cent of all employees, or less than 1 in 1,000 employees.

The classes of actors, architects and draftsmen, artists, bookbinders, bookkeepers, brickmakers, builders and contractors, butchers, cabinetmakers, charcoal burners, clergymen, commercial travelers, confectioners, dairymen, dentists, engineers (civil) and surveyors, engineers and firemen (stationary engines), foremen and overseers, gardeners and florists, gold and silver workers, gunsmiths, harness-makers, hostlers, janitors and sextons, journalists, lawyers, literary and scientific persons, livery-stable keepers, machinists, mechanics, miners and quarrymen, musicians, nurses, government officials, officials of manufacturing companies, photographers, physicians and surgeons, planters, potters, restaurant and boarding-house keepers, shirtmakers, steam-railway employees, stock raisers, stonecutters, straw workers, street-railway employees, sugar makers, tanners, telegraph and telephone operators, tinnerns, watch and clock makers, wood choppers, include in each case less than 0.1 per cent of all workers, or fewer than 316 in each group.

There are 17 other classes, including apprentices, barbers and hairdressers, blacksmiths, clerks and copyists, coopers, draymen and hackmen, fishermen, hat and cap makers, hucksters and peddlers, masons, messengers and office boys, painters, policemen and watchmen, printers, lithographers, etc., soldiers, tailors, and teachers, each of which had over 0.1 per cent but less than 0.5 per cent of all employees. There thus remains only 13 classes of occupations, in each of which there are as many as 0.5 per cent of all employees.

Of the 80 occupations in which, according to the census of 1899, the Porto Rican males are engaged, there are 52 in each of which are employed less than 0.1 per cent of all male workers, or fewer than 268 workers, and of the 19 employments in which females are engaged, there are 8 in each of which are employed less than 0.1 per cent. Of the 47,701 women and girls employed in Porto Rico, 46,159, or almost 97 per cent of all, are engaged in 5 classes, viz (in the order of their importance), servants, laundresses, dressmakers and seamstresses, laborers, and merchants.

EMPLOYMENT OF FOREIGNERS.

The employment of foreign born in Porto Rico is not of great importance, owing to the small number of the nonnative population. In 1899, for every foreign born white male in a gainful occupation there were 19 native white males so employed. As a general fact, however, it may be stated that foreign born whites are and always have been engaged in the specialized occupations, and in the higher and better-paid trades. There are 19 times as many native white males as foreign born white males engaged in gainful occupations, while of laborers, which is the great unspecialized class, there are over 54 times as many native white males as foreign born white males.

DEPENDENTS IN PORTO RICO.

In Porto Rico there is a larger proportion of dependents to workers than in the United States or in Cuba. This is due to the very great proportion of children in the population. According to the census of 1899, 30.9 per cent of the entire population of Porto Rico were below the age of 10, as compared with 22.7 per cent in Cuba, while the percentage for the United States in 1900 was only 23.8 per cent. The proportion of children under 10 to the entire population is thus very much higher in Porto Rico than in Cuba or in the United States, and also higher than in any single State of the United States or in any advanced country in Europe.

The following table shows the percentage of the population of Porto Rico, of Cuba, and of the United States, respectively, within various age groups. From this table it may be seen that there are

many more children in Porto Rico in proportion to the population than in Cuba or in the United States, and there is a much smaller proportion of adults in the former island than on this continent. In Porto Rico 43.9 per cent of the entire population are below the age of 15, while in the United States only 34.5 per cent are below that age. On the other hand, 47.1 per cent of the population of Porto Rico are between the ages of 15 and 49, while the percentage for the United States is 52.1 per cent. Thus a considerably larger percentage of the inhabitants of the United States are between the ages of 15 and 50, during which most work is done, and a smaller percentage of the inhabitants of the United States are either too young or too old to work. It must be noted, however, that in Porto Rico the excess in population is to be found in babies and children, and not in persons who have attained the age of 50 or over, in which age groups the proportion of the population is less than in the United States.

PER CENT OF POPULATION OF PORTO RICO IN EACH SPECIFIED AGE GROUP AS COMPARED WITH CUBA AND THE UNITED STATES.

[From the Census of Porto Rico, 1899.]

Age group.	Porto Rico.	Cuba.	United States, (a)
4 years or under.....	15.8	8.8	12.1
5-9 years.....	15.1	14.4	11.7
10-14 years.....	13.0	14.0	10.7
15-19 years.....	9.8	11.3	9.9
20-24 years.....	9.3	9.7	9.7
25-29 years.....	8.8	8.7	8.6
30-34 years.....	6.8	7.6	7.3
35-39 years.....	5.0	6.3	6.5
40-44 years.....	4.6	5.4	5.6
45-49 years.....	2.8	3.8	4.5
50-54 years.....	3.5	3.7	3.9
55-59 years.....	1.6	2.2	2.9
60-64 years.....	1.9	2.2	2.4
65-69 years.....	.7	.9	1.7
70-74 years.....	.6	.7	1.2
75-79 years.....	.2	.3	.7
80-84 years.....	.3	.3	.4
85-89 years.....	.1	.1	.2
90-94 years.....	.1	.1	.....
Total.....	100.0	100.0	100.0

* Twelfth Census of the United States, 1900.

AGE OF BREADWINNERS.

Not only has Porto Rico an unduly large percentage of children as compared with adults, but the percentage of children employed in gainful occupations of the total number of children is high. According to the statistics of the census of 1899, 1,670 children below the age of 10 were employed in the island. Moreover, while only 14.8 per cent of the children from the age of 10 to 14, inclusive, are engaged in gainful occupations in the United States, in Porto Rico 22.4 per cent and in Cuba 24.6 per cent are so engaged. In other words, between one-fourth and one-fifth of the Porto Rican children from

the age of 10 to 14, inclusive, are engaged in gainful occupations. The percentage of boys and girls from 15 to 19, inclusive, at work is also greater than in the United States, constituting in Porto Rico almost one-half (49.3 per cent) of the entire number of persons between those ages. For the remaining ages, up to and including 54 years, the percentage of persons employed in Porto Rico is less than that in the United States. Above that age the percentage which the workers of Porto Rico are of the entire population of that age is greater than a like percentage for the United States. The important fact, however, as shown by the table, is the large percentage of children below the age of 15 years reported as employed.

PER CENT OF PERSONS IN GAINFUL OCCUPATIONS OF TOTAL PERSONS IN EACH SPECIFIED AGE GROUP IN PORTO RICO, AS COMPARED WITH CUBA AND THE UNITED STATES.

[From the Census of Porto Rico, 1899.]

Age group.	Popula- tion.	Number em- ployed in Porto Rico.	Per cent in—		
			Porto Rico.	Cuba.	United States.(a)
9 years or under.....	293,949	1,670	0.5	0.6	-----
10-14 years.....	124,353	27,939	22.4	24.6	14.8
15-19 years.....	93,148	45,990	49.3	48.8	b 42.9
20-24 years.....	83,475	43,195	54.4	56.2	b 61.4
25-29 years.....	84,265	45,008	53.4	57.7	} 59.3
30-34 years.....	64,317	35,593	55.3	59.3	
35-44 years.....	91,802	52,207	56.9	60.4	58.4
45-54 years.....	59,268	32,859	55.4	60.3	57.7
55-64 years.....	33,716	17,951	53.2	59.5	52.8
65 years or over.....	19,950	8,893	44.5	52.0	39.1
Total.....	953,243	316,365	33.1	39.6	38.4

a Twelfth Census of the United States, 1900.

b Eleventh Census of the United States, 1890.

It must be noted in this connection that much of this child labor is agricultural and is not continuous throughout the year. A large proportion of the children who help their parents by doing chores are probably returned as child laborers. It is rather difficult, therefore, to determine to what extent the work of these children is permanent throughout the year and to what extent it is merely sporadic and temporary. The large amount of child labor may be due in part to the lack of school facilities and in part to the fact that there is no general effective control of these children.

The proportion of females engaged in gainful labor in Porto Rico is less than in the United States. This small percentage of female workers, however, is distributed more evenly throughout the life of the worker. In other words, the women employed in Porto Rico appear to work more regularly throughout their lives, and to be employed not only before what is customarily the marriage age, but also during the period following marriage.

This tendency may be attributed to several causes. In the first

place, there is not in Porto Rico, as in the United States, the great demand for young unmarried girls and women in offices and stores. The nature of the work is largely such as can be carried on by women throughout their entire lives, and especially by women who are loosely married or who, after marriage, are thrown upon their own resources. The low wages which prevail in Porto Rico may perhaps be considered as one of the causes for the large continued employment of women after their marriage.

It is also to be noted that many of the women employed are engaged only during the crop season. To a large extent women are employed in picking the coffee crop and during the picking season work either alone or with their husbands and children. They are often employed by the husband, who receives the pay for the entire family. Women are also employed in the tobacco districts in the lighter tasks and are also used to a very limited extent in picking cotton. The opportunities of women to work in the sugar fields are much more restricted.

A very large number of women are employed in the stripping of tobacco, the making of paper boxes, and in other work in connection with the tobacco industry. They are also engaged to a large extent in hat making, sewing, tailoring, and embroidering. The drawn work of the Porto Ricans, while not so famous as that of the Mexicans, is rapidly achieving a reputation, and women and girls may be seen working at it in many of the towns and often in villages and isolated rural cabins.

Many women engage also in washing. This washing is usually done on the banks of a river. Near almost every town and village of Porto Rico dozens of barefooted women may be seen squatting upon the flat stones of a stream washing and rinsing clothes during the entire day. These women usually work directly for customers, and appear to average from 20 to 50 cents a day; but it is impossible to secure exact data concerning their earnings, which vary from week to week.

The chief occupation of Porto Rican women is in the household. A large number of them cook, and others are employed as nurses and servants. Except in a few of the leading hotels and restaurants, cooking is done almost entirely by women. The rate of pay varies greatly.

The following table shows the number and per cent of persons according to sex and age engaged in gainful occupations, and includes for comparison the corresponding percentages for Cuba and the United States.

This table shows that a larger proportion of males above the age of 10 are employed in Porto Rico than is the case in the United States.

PER CENT OF MALES AND OF FEMALES IN GAINFUL OCCUPATIONS IN EACH SPECIFIED AGE GROUP IN PORTO RICO, AS COMPARED WITH CUBA AND THE UNITED STATES.

[From the Census of Porto Rico, 1899.]

Age group.	Males in gainful occupations.				Females in gainful occupations.			
	Number in Porto Rico.	Per cent in—			Number in Porto Rico.	Per cent in—		
		Porto Rico.	Cuba.	United States. ^(a)		Porto Rico.	Cuba.	United States. ^(a)
9 years or under	900	0.6	0.9	.....	770	0.5	0.2	.....
10-14 years	23,155	35.5	44.0	21.4	4,784	8.0	4.5	8.1
15-19 years	37,453	87.2	91.6	80.5	8,537	17.0	10.3	30.6
20-24 years	40,408	96.9	98.1	.....	7,787	16.6	11.4	.....
25-29 years	38,497	97.5	98.5	96.3	6,511	14.5	12.0	19.9
30-34 years	30,665	97.7	98.6	.....	4,928	14.9	13.4	.....
35-44 years	45,228	97.4	98.3	96.6	7,039	15.5	14.6	15.6
45-54 years	28,468	96.2	97.5	95.5	4,301	14.7	15.6	14.7
55-64 years	15,857	94.6	96.2	90.0	2,094	12.3	15.8	13.2
65 years or over	8,033	86.6	90.2	68.4	860	8.0	13.3	9.1
Total	268,664	56.8	68.2	60.0	47,701	9.9	8.8	14.3

^a Twelfth Census of the United States, 1900.

The following table shows the per cent of persons engaged in gainful occupations in urban and rural districts according to age and sex. It shows that by far the larger proportion of female laborers are engaged in the urban districts, while of the boys below the age of 15 the larger proportion are employed in the country.

PER CENT OF MALES AND OF FEMALES IN GAINFUL OCCUPATIONS IN EACH SPECIFIED AGE GROUP CLASSIFIED AS URBAN AND RURAL.

[From the Census of Porto Rico, 1899.]

Age group.	Per cent of breadwinners.					
	Total.		Male.		Female.	
	Urban.	Rural.	Urban.	Rural.	Urban.	Rural.
9 years or under	1.1	0.5	0.9	0.5	1.3	0.4
10-14 years	21.5	22.5	27.7	35.9	15.6	7.6
15-19 years	58.3	48.6	86.4	87.3	34.3	15.5
20-24 years	65.2	53.4	97.0	96.9	36.1	14.8
25-29 years	65.7	52.3	97.5	97.5	35.4	12.8
30-34 years	67.7	54.3	96.9	97.8	40.4	12.8
35-44 years	64.5	56.3	95.7	97.5	37.1	13.6
45-54 years	59.5	55.1	91.5	96.5	35.6	12.9
55-64 years	53.7	53.2	87.0	95.0	31.0	10.6
65 years or over	35.5	45.1	73.2	87.2	17.9	7.2
Total	44.9	32.4	65.6	56.3	26.4	8.7

AGRICULTURAL LABOR.

As has been stated, the great mass of persons engaged in gainful occupations are employed in tilling the soil, and the welfare of the island, and in particular of its working population, depends primarily upon the agricultural conditions and possibilities.

Of the total area of Porto Rico (3,606 square miles), 76 per cent, or 2,743 square miles, are included within farms. The area under cultivation amounted in 1899 to 747 square miles, or to almost 21 per cent of the entire area of the country. These figures indicate to how much greater an extent the island of Porto Rico is settled and occupied than is Cuba, in which country only 29.9 per cent of the total area of the island is included in farms and only 3 per cent of the entire area under cultivation. The figures for Porto Rico correspond more closely with those for the United States in 1890, when 16 per cent of the entire area of the country (including the arid regions of the West) was under cultivation.^(a)

The census of 1899 gives the total number of farms in Porto Rico as 39,021 and the total area as 1,757,774 *cuerdas*, the average farm thus having an area of only 45 acres or *cuerdas*.^(b) Of this land, only 477,987 *cuerdas* were cultivated, giving a cultivated area of slightly over 12 *cuerdas*, or acres, per farm. In the United States in 1900 the average farm contained 147 acres, of which 72 acres were improved, while in Cuba in 1899 the average farm had an area of 142 acres, of which 13 acres were under cultivation. The following table shows these returns for the various departments of the island:

CULTIVATED AREA AND AVERAGE SIZE OF FARMS, BY DEPARTMENTS, 1899.

[From the Census of Porto Rico, 1899.]

Department.	Total area (square miles).	Cultivated area (square miles).	Proportion cultivated (per cent).	Average size of farm (cuerdas).	Average amount cultivated (cuerdas).
Aguadilla.....	240	83	35	28	9
Arecibo.....	621	158	25	50	15
Bayamon.....	542	68	13	45	8
Guayama.....	561	78	14	57	13
Humacao.....	329	49	15	33	10
Mayaguez.....	395	123	31	86	13
Ponce.....	821	183	22	53	17
Total.....	3,509	742	21	45	12

These statistics, however, present averages which in many instances are misleading. The census of Porto Rico apparently included under

^a The census figures for agriculture in Porto Rico can not of course be considered as exact. Agricultural data are necessarily defective in a country in which the population is not used to investigations of this nature, in which ignorance and illiteracy prevail, and in which even the limits of plantations are not fixed. The fiscal authorities of the island have themselves been unable to determine the limitations of many of the properties, owing to the lack of satisfactory departmental maps, and the returns made to the census enumerators in the absence of such information must have been, therefore, merely approximate.

^b For small areas it is sufficiently exact to use the terms acre and *cuerda* interchangeably. The *cuerda* has an area of 1.008 acres. A farm of 45 *cuerdas* would therefore contain about 45.4 acres.

"farms" little patches of ground which were located near houses and can not be classified as farms in the ordinary sense of the word, since of the 39,021 farms reported, 22,327, or 57.2 per cent, were under 5 *cuerdas* in extent. In other words, 5 out of every 9 so-called farms in Porto Rico were 5-acre patches or still smaller. Of the remaining farms, 7,417, or 19 per cent, had an area of from 5 to 9 *cuerdas*; 4,503, or 11.6 per cent, had an area of from 10 to 19 *cuerdas*, and 2,927, or 7.5 per cent, had an area of from 20 to 49 *cuerdas*. It thus follows that only 4.7 per cent of all the farms of Porto Rico had an area of 50 *cuerdas* or over. Only 851 farms, or 2.2 per cent, had an area of 100 *cuerdas* or over.

COFFEE.

At the time of the census in 1899 coffee was by far the most important of all the crops cultivated in Porto Rico. The census authorities state that "the only measure of agricultural products which was obtained by the census consisted in the area cultivated in each crop."^(a) Measured by this standard, coffee was by far the most important crop. According to the census figures, 41 per cent of all the cultivated land was devoted to coffee, 15 per cent to sugar cane, 14 per cent to bananas, 8 per cent to sweet potatoes, 4 per cent to Indian corn, 2 per cent to malangas, 2 per cent to rice, 1 per cent to cocoanuts, and only 1 per cent to tobacco.^(b)

Approximately this same relation between the amounts of land devoted to the three great money crops—coffee, sugar, and tobacco—reappeared in the values of the crops as given for 1897 by Señor Coll y Toste, civil secretary of Porto Rico under the Spanish Government. In that year the value of the coffee crop was estimated at \$12,222,599, that of the sugar crop at \$4,007,992, and of the tobacco crop at \$1,194,318, all of these sums being in provincial currency. Thus the value of the coffee crop was given as three times that of the sugar crop, just as the acreage two years later (1899) was given as about three times as great as that devoted to sugar.

Since 1898, however, a complete revolution has taken place in Porto Rican agriculture, with the result that the coffee industry has greatly diminished in volume and the price of the product has fallen, while, on the other hand, the sugar industry has grown rapidly. The value of the coffee crop, the exports of which during the three years 1895 to 1897, inclusive, formed 70 per cent of the value of all the exports from the island, sank rapidly, both absolutely and in relation to other crops and other exports. This decline in the coffee industry was due in part to the phenomenally large production in Brazil and other

^a Census of Porto Rico, 1899, p. 152.

^b These figures account for only 88 per cent of the cultivated area.

coffee-producing countries, which tended to reduce the price and to a certain extent to close the markets of the world to Porto Rico.

An equally severe blow came as the result of the acquisition of Porto Rico by the United States. This acquisition of territory did not in any way benefit the Porto Rican coffee planters, since even under Spanish rule they enjoyed the benefits of free importation of their product into this country. On the other hand, the turning over of Porto Rico to the United States resulted in a great diminution of the island's coffee exportation to Spain and Cuba, in which countries Porto Rican coffee had hitherto received preferential treatment as a product of a Spanish colony. The consequence was that the Porto Rican planters were not only obliged to meet the severe competition of the Brazilian coffee, but were deprived of the advantages and preferential tariffs under which they had formerly prospered.

A still greater injury to the Porto Rican coffee industry was inflicted by the hurricane of 1899. This hurricane, which swept over the greater part of the island, was especially disastrous in the coffee district. Not only were the trees, which require five years of growth ruined, but entire plantations and houses and everything necessary to the conduct of the industry, including even the soil itself in some instances, were swept away. The destruction of life, the washing away of houses and bridges and of whole plantations were only incidents of the hurricane. The immediate effect was a great reduction in the size of the crop. The already impoverished planters were unable to secure sufficient capital to reestablish their plantations upon a paying basis, and even at the present time, six years after the date of the hurricane, the coffee industry in Porto Rico is still suffering from its dreadful effects.

The crop, the larger part of which is exported, was valued in provincial currency in 1850 at \$700,000; in 1870 at \$1,000,000; in 1880 at \$3,000,000; in 1890 at \$5,600,000, and in 1897 at \$12,200,000. Since that time the crop has declined greatly in amount and value, and in 1904 the value of the coffee exported was \$3,900,000 in American currency, equal to \$6,500,000 in the provincial currency of 1897.

As a consequence coffee is no longer the most important crop in the island of Porto Rico. In 1904, of the entire exports of the island amounting to \$16,013,390, sugar constituted 54 per cent, coffee 24 per cent, and tobacco 11 per cent. In other words, while less than ten years ago the exports of coffee were more than three times as great as the exports of sugar, at the present time the exports of sugar are two and one-fourth times as great as the exports of coffee. The following table shows the quantity and value in American currency of the exports of sugar, coffee, and tobacco during recent years:

EXPORTS (INCLUDING SHIPMENTS TO THE UNITED STATES) OF COFFEE, SUGAR, AND TOBACCO, 1901 TO 1905.

Year ending June 30—	Coffee.		Sugar, brown.		Leaf tobacco.		Manufactures of tobacco.
	Pounds.	Value.	Pounds.	Value.	Pounds.	Value.	
1901.....	12, 157, 240	\$1, 678, 765	137, 817, 470	\$4, 715, 111	4, 900, 237	\$375, 527	\$308, 864
1902.....	26, 906, 399	3, 195, 662	183, 822, 636	5, 890, 302	2, 052, 973	212, 768	1, 578, 748
1903.....	35, 127, 685	3, 970, 574	226, 215, 132	7, 470, 122	2, 174, 078	194, 857	1, 763, 207
1904.....	34, 329, 972	3, 903, 257	259, 294, 060	8, 690, 814	3, 104, 754	286, 106	1, 466, 425
1905.....	16, 849, 739	2, 141, 009	271, 325, 118	11, 925, 804	2, 513, 271	437, 882	2, 161, 411

* Including stems and trimmings.

Generally speaking, it may be stated that apart from domestic consumption on the island the coffee is raised for foreign markets and tobacco and sugar for American markets.

The prevailing rate of wages throughout the coffee district of Porto Rico is 30 cents a day. There is little fluctuation from this wage, although in a considerable portion of the territory 25 cents with free breakfast is paid and considered as approximately the same.

These wages do not, however, apply to the picking season. The system which prevails, and which has prevailed for many decades, is to pay the workmen by the day, except during the crop gathering, when payment is made by weight or measure, the almud being the customary standard. The pay for the almud varies from day to day and from plantation to plantation. In the early part of the season the rate of pay for the almud is higher than later on, owing to the fact that ripe berries are scarcer and the quantity which a man can pick in a day correspondingly less. As the season advances and the fruit ripens more rapidly the rate per almud decreases, although the amount which the pickers can earn increases. Toward the close of the season the earnings of the men, women, and children engaged in picking again decline.

It has not been possible to secure correct data covering the annual earnings of the workmen in the coffee plantations. The regularity of employment, however, is not great and there are many interruptions, necessitated both by the nature of the industry and the frequent rains, which often make work in the afternoon impossible. The labor needed in the coffee district during the greater part of the year is less than that required to keep busy the entire available body of workers, consequently there are many persons unemployed except during the picking season. From data obtained from the books of the planters and from other available testimony it appears that the average worker on the coffee plantation is not employed over four days a week during the greater part of the year. The workmen are not paid at all during the time when it rains, and in the coffee regions it rains on a large proportion of the days in the year.

On one plantation 13 men were employed at the time it was visited.

Of this number 2 men worked $5\frac{1}{2}$ days; 2 worked 5 days; 1 worked 6 days; 1 worked 4 days; 2 worked $3\frac{1}{2}$ days; 1 worked $3\frac{1}{2}$ days; 1 worked 3 days, and 3 worked 2 days. The average for the 13 men amounted to 3.9 days of work during the week. On this estate the peons work only half a day on Saturday.

On another estate 2 men worked 6 days; 1 worked from 5 to 6 days; 2 worked 4 days; 5 worked 3 days; 13 worked 2 days or less than 3 days; 4 worked 1 day or less than 2 days, and 1 worked less than 1 day; whereas 4 men carried on the roll did not work at all. The average amount worked during this week appears to have been about 3 days.

Upon the basis of 4 days a week, the rate of remuneration of the workers in the coffee district would not be over \$1.20 per week, except during the picking season, and this figure is in excess of that earned by those who are less fortunate in securing even this regular employment.

On one plantation on November 23, 1904, the following amounts of coffee were picked: 3 men picked 1 almud each; 10 picked between 1 and 2 almuds each; 5 picked between 2 and 3 almuds each; 3 picked 3 almuds each, and 1 man picked 4 almuds. The price of the almud on this day was 8 cents.

The rate of pay as measured in provincial currency was greater during Spanish days than the rate of pay in American money at the present time. On a typical plantation in the interior of the island the daily rate of pay for peons, which prior to 1899 was 44 cents in provincial currency (somewhat over 26 cents gold in 1899) fell in that year to 25 cents American currency. The rate of 44 cents was maintained during the previous twenty years despite the fact that the value of the currency as measured in gold decreased greatly during that period. The fall to 25 cents in American money represented a real loss to the peons, owing to the fact that the prices of the commodities which they purchased did not fall to an equal extent.

The decline in the rate of pay upon this particular plantation was accompanied by a decrease in the regularity of employment and a lessening of the total amount of work done. When visited, the plantation was employing only about one-fourth as many peons as it employed a number of years before, and this lessening of the working force was shown to be general throughout the island.

There is during the picking season a great demand for labor, a demand which is supplied by drafting all available workmen into the service and by obtaining the assistance of the wives and children of the workers.

In a large group of plantations it was found that there were employed on the average from 350 to 400 men throughout the year, these men being employed, however, with considerable irregularity. Dur-

ing the period when the crop was being gathered the number of men at work was increased about 50 per cent; in other words, instead of 400 men being at work, 600 would work. Moreover, there was an average of about 180 women and 360 children aiding the 600 men, so that counting women and children equal to men the labor force was almost trebled in these plantations. These figures are approximations only, but they indicate the fluctuations in the labor force and the very considerable reduction of the force at the end of the crop season.

SUGAR.

Sugar was first introduced into Cuba in 1548. Its production, however, was inconsiderable until the nineteenth century. According to Colonel Flintner the production in Porto Rico in 1775 amounted to only 273,750 pounds; in 1803 to only 176,344 pounds; in 1810 to 2,544,923 pounds; in 1828 to 12,251,662 pounds, and in 1830 to 31,514,388 pounds.

The following table shows the quantity and value of the sugar crop in Porto Rico from 1850 to 1897 by decennial periods:

QUANTITY AND VALUE OF SUGAR PRODUCTION, 1850 TO 1897.

[From the Census of Porto Rico, 1899.]

Year.	Quantity (pounds).	Value (pesos).
1850	112,129,432	3,910,167.38
1860	116,015,181	3,480,455.33
1870	191,649,670	5,749,492.10
1880	221,220,894	3,016,948.55
1890	128,021,904	3,782,465.50
1897	126,827,472	4,007,992.08

Since the American occupation, and especially since the free admission of Porto Rican products into the United States, there has been a great boom in the sugar industry. Until the year 1879 the sugar crop always exceeded in value that of coffee. During the 48 years from 1850 to 1897, inclusive, the sugar crop was worth \$118,000,000 in provincial currency, while the coffee crop was worth only \$98,000,000 and the tobacco crop only \$12,000,000.^a The year 1879 was the greatest year of sugar raising during the period of Spanish dominion, after which the crop of sugar became less and less important, while that of coffee became more and more important. At the present time, however, this state of affairs is being changed and there is a rapid reversal to the conditions of the former period. All the seacoast lands which by any possibility can be put into sugar are being made use of in this way; and lands which for many years had lain fallow have since been planted in cane. The pasture lands

^a Second Annual Report of the Governor of Porto Rico. Washington, 1902, page 19.

are being pressed back into the mountains in order that every available acre of land may be devoted to sugar.

With the increase in the output of sugar and the rise in price there has come a change of method. The old-fashioned process of manufacturing sugar has been practically abandoned and the modern scientific methods used in Hawaii and other places substituted. Everywhere throughout the sugar district one sees abandoned mills which it no longer pays to operate. Under the present system it is possible to extract about 10 or 11 per cent of sugar from the cane instead of from 5 to 7 per cent under the former process. To install a modern plant, however, it is necessary, for the sake of economy, to have machinery capable of producing a minimum of 5,000 tons annually, and to equip and operate such a plant hundreds of thousands of dollars are necessary. To secure the necessary output the product of several thousands of acres is required.

Rates of wages on sugar plantations are given in detail in tables accompanying this report. These tables show that the rates of wages prevailing in the sugar plantations are considerably higher than are those in the coffee districts. The demand for labor has been very great—in fact, the coast sugar lands have drawn largely upon the mountain districts for their labor supply—and wages have been high in proportion. The rates of wages for ordinary unskilled work on the sugar plantations, as may be seen from the tables, average from 50 to 55 cents per day. Wages which appear in the tables as considerably below this figure are paid to boys and striplings, and wages which exceed this amount are given to men who are employed on work requiring a certain amount of skill.

In a number of cases statistics are presented separately for men engaged in special occupations, such as cane cutters, loaders, cane-hole diggers, cane planters, cultivators, ditchers, fence men, grass cutters, land clearers, etc., but in all these cases the division is not according to the grade of the workman, but merely according to the specific occupation at which he is temporarily engaged. There is no permanent division of labor along these lines, but each of these different offices is performed consecutively by one field hand or laborer.

In a number of instances the wages of laborers engaged in special occupations can not be given, since for many tasks a special piece rate is paid, instead of day or time wages. This substitution of piece rates for time rates is taking place very rapidly and extensively. It is to be assumed, however, and the conclusion is borne out by the testimony of the employers, that the remuneration of the men under the piece system is not much greater than under the time system. The same men are usually employed alternately at piece rates and time rates, and in view of this fact it is not to be supposed that the actual daily remuneration will vary much between the two kinds of employment.

at which the same men are put. In many cases the amounts received by the individual workmen engaged at piece rates are not known, since the custom is to pay a lump sum to the foreman for the whole piece of work and permit him to divide this money among the men under him in any manner or proportion that may be agreed upon between him and his men.

The higher wages paid in the sugar districts temporarily attract considerable bodies of men from the coffee districts, where laborers are abundant and poorly paid. There is, however, a considerable opposition on the part of the men in the coffee districts to migrating, even temporarily, to the lower sugar districts. They consider the coast lands unhealthy, and it is doubtless true that they feel the debilitating effects of the warm and often moist climate to a much greater extent than do the coast people, who are accustomed to it. Moreover, the work upon the sugar estates is extremely arduous. The men work under a broiling sun, usually for 10 hours a day, and this working in the sun is especially difficult for the coffee laborers, who are accustomed to the shade of the uplands. Finally, it is difficult to attract the coffee workers, owing to the fact that many of them suffer from anemia and find not only the work but the long walk to the place where the work is to be found too great an exertion for their strength. Notwithstanding these facts, a considerable migration takes place annually, the uplander remaining until it is necessary for him to return to cultivate his little patch in the hills, or until the end of the sugar season.

The sugar industry has been the one to bear the brunt of most of the agricultural strikes which have taken place in Porto Rico. This has apparently been due to the prosperity of the industry and the rapid extension of cane culture which has created a greater demand for labor. The strikes have been of short duration, and the employees are not permanently organized. While the rate of wages is higher than that prevailing in the coffee districts, the work is more arduous, and the custom of giving bonuses or free grants in the form of lodging, breakfast, etc., is not so prevalent in the sugar districts as in the coffee districts. Moreover, in the regions devoted to sugar-cane cultivation it is not so customary for the worker to have a little patch of ground which he can cultivate for himself.

TOBACCO CULTURE.

The rates of wages in the tobacco fields are somewhat lower than in the sugar districts but considerably higher than in the coffee districts. In the tobacco fields wages average slightly over 40 cents per day, the rates for men averaging between 40 and 45 cents per day. On certain plantations employing over 2,000 men and women

the rates of pay range from 40 to 45 cents and average a trifle over 41 cents. These wages are fairly uniform throughout the island with those planters employing a considerable number of men. A large part of the tobacco of the country is raised by small cultivators, who themselves do all the necessary work. These men not only raise the tobacco, but take it to market, and pay no wages, either in the cultivation or transportation of the product.

FRUIT CULTURE.

At the present time only a small proportion of the agricultural workers of Porto Rico are engaged in fruit culture. Porto Rico is admirably adapted for the growing of fruits and it is to be anticipated that a large amount of capital will be invested in this industry.

A considerable amount of capital has already been put into orange culture, but cultivation is still in its earlier stages. The trees do not bear until the fourth or fifth year, and most of the groves have been planted within that time. Several thousand acres, however, have been put into oranges and "the indications are that these plantings will be largely increased in the near future."^a Land is cheap, as compared with orange lands elsewhere, as are also labor and freight transportation, while the American tariff favors the Porto Rican product as it does that of Florida and California. The climatic conditions are perfect, since frost is unknown on the island, and the conditions as regards diseases and insect pests are no worse, if not better, than they are in Florida. What is required is better transportation within the island and from its ports to the American cities. Refrigerator facilities are especially necessary.

The wages paid in the growing of oranges average about 40 cents a day. It was possible to secure reports for only one plantation, which, however, is one of the largest on the island. The price of unskilled labor on this plantation is 40 cents a day and there is no difficulty in obtaining a plentiful supply.

It is considered probable that grapes of some European or Californian variety might be raised on the island. These grapes would probably ripen in May or June, or considerably before the California grapes are put on the market. There is at present, however, practically no cultivation of grapes on the island.

The island also offers opportunities for the cultivation and exportation of pineapples, bananas, mangoes, and cocoanuts. As yet the

^a See Report on Observation in Porto Rico, by Prof. F. S. Earle, in Annual Report of the Porto Rico Agricultural Experiment Station for 1903, reprinted in Annual Report of the Office of Experiment Stations for the year ending June 30, 1903, page 455. For the general conditions of orange culture in Porto Rico, see Bulletin No. 4 of the Porto Rican Agricultural Experiment Station, Propagation and Marketing of Oranges in Porto Rico, by H. C. Henriksen.

amount of labor upon plantations producing these fruits and nuts is entirely too inconsiderable to warrant investigation. The fruit and vegetable situation of Porto Rico may be summed up by stating that, while the island is admirably adapted for the cultivation of many tropical fruits and vegetables, their cultivation upon a large scale has not yet been undertaken. The only exception is oranges, and even for this fruit cultivation has been too recent and the employment of labor too small to permit it to be considered one of the leading agricultural industries of the island.

URBAN WAGES.

The population of Porto Rico is overwhelmingly rural. There is no large city in the island, and but four cities with a population of 8,000 or over. These are San Juan, with a population of 32,048; Ponce, with a population of 27,952 (including its port); Mayaguez, with a population of 15,187, and Arecibo, with a population of 8,008. The total urban population in cities of 8,000 or over was only 8.7 per cent of the total, as compared with 32.3 per cent in Cuba and 33.1 per cent for the United States (1900).

There were, however, in Porto Rico 53 small towns with a population of 1,000 or more, but less than 8,000. These small towns, together with the cities of 8,000 or over, had a population, in 1899, of 203,792, or 21.4 per cent of the total inhabitants of the island. In the island of Cuba, which has a far less dense population than Porto Rico, the percentage of people living in towns of 1,000 or more is 47.1 per cent, or more than twice as large a percentage as in Porto Rico.

The wages paid urban workers in a number of occupations are given in the appendix to this article (p. 820 et seq.). A brief statement of the conditions prevailing in some of these urban occupations will help to a better understanding of labor conditions in the island.

BARBERS.

This occupation in Porto Rico is of slight importance. There are a few establishments in the larger cities which are fairly well equipped and charge American prices. The smaller shops in the cities usually consist of a proprietor or of a proprietor with one apprentice.

BOARDING-HOUSE SERVICE.

In the boarding-house and hotel service there is a great variation in the rates of wages. These wages include board and lodging, estimated by the proprietors at \$12 per month; but this is a very evident overestimate. The wages of persons employed in this service, as in domestic service, are much lower than in the United States. The

efficiency of these employees is also much less. It is customary and is considered necessary for families to maintain a larger number of servants than families of the same income would maintain in the United States. Both of the boarding houses from which wage reports were obtained catered largely to Americans, and the wages are higher, on the whole, than in similar native establishments. No statistics are presented for restaurants or hotels, since the wages of employees in these establishments are to a large extent in the form of tips, and all restaurant keepers of whom inquiry was made claimed that they kept no books or pay rolls.

BUILDING TRADES.

The vast majority of the habitations of the Porto Ricans are huts constructed by themselves. The construction of dwellings in the country districts is, therefore, not a special trade. Even in the cities the building trades do not employ any considerable number.

The walls of the ordinary house in the city are built of native brick and then covered with cement. The bricks used are long and wide, but not thick, and are coarse and slightly burned. The price ranges generally from \$7 to \$10 per thousand. The work of brick-laying is carried on in a leisurely manner, and on most of the operations the hours of labor are about 54 per week. The three establishments treated in this report were engaged upon the construction of churches. The contractors in each case stated that the work was done by picked men. The wages range from \$1.80 to \$2.50 for carpenters; \$2.25 for foremen of carpenters; \$2.50 for foremen of masons; from \$1.80 to \$2.25 for masons, and from \$1.80 to \$2 for painters. The wages for unskilled workmen range lower, but were considerably higher than ordinary wages for unskilled labor in other industries in the cities. Mortar mixers receive 90 cents per day, and the prevailing rate of pay for common labor was 72 cents per day. Less than 10 per cent of the laborers, or 2 out of 26, receive the rate of 90 cents per day. The establishments from which the reports were obtained were in San Juan, Rio Piedras, a suburb of San Juan, and in Vieques Island. Wages in the latter region were the highest; labor, and especially skilled labor, being scarcer in that island than in other parts of Porto Rico.

CIGAR MAKING.

The making of cigars is one of the most important if not the most important manufacturing industry in the island. The industry has grown very rapidly since the American occupation of Porto Rico. The legislation permitting the importation of cigars from Porto Rico into the United States without any duty and without any impost

save the internal-revenue taxes allowed the Porto Rican cigar to compete on favorable terms both with the native American and the Cuban cigar. The effect was a great increase in the trade in Porto Rican cigars, which was followed by a temporary setback owing to the fact that inferior grades were thrown upon the market. The industry has since grown rapidly, although during the present year it has been somewhat handicapped by a large increase in the cost of leaf tobacco.

The manufacture of cigars in Porto Rico is carried on under conditions similar to those prevailing in the United States. American capital is practically in control of the industry, the largest establishment being in the hands of a company affiliated with the American Tobacco Company. Nearly all of the workers are Porto Ricans, except classers (men who grade the finished product), who, to a large extent, have come from Cuba. The employees in most establishments are organized into a trade union, affiliated with the cigar makers' union in the United States. The rates of wages, as may be seen from the table in the appendix, are lower than those paid in the United States. The wages are higher in San Juan than in the smaller towns in which many of the cigar factories are situated. Some of the manufacturers have factories in more than one district. Some of the establishments are overcrowded, but on the whole the work is carried on in fairly commodious and suitable quarters.

The cigars manufactured are principally for American consumption. The cigarettes are largely consumed locally.

All the cigars made in Porto Rico are manufactured by hand, although, of course, molds are used.

The following statement shows the earnings of various workers in a large tobacco establishment in Porto Rico:

The leaf strippers in the manufacture of cigars receive $2\frac{1}{2}$ cents per pound of leaf stripped, and 141 girls working at this earned together \$373 during a week, or an average of \$2.65 apiece. Of these, 13 earned \$3 or over, 120 earned \$2 or over, but less than \$3, and 8 earned less than \$2 per week.

The cigar classers, working on the cheaper grade, averaged almost \$9 per week. During the week under observation 15 men earned \$130, or an average of \$8.67. Of these men, 8 earned from \$10 to \$12 and 7 men earned less than \$10, but more than \$5.

The high-grade classers earned high wages. During the week under observation 9 men earned \$30 or less than \$35, 10 men earned \$20 or less than \$30, and 3 men earned less than \$20. The total payment during the week to these 22 men was \$590, or an average of \$26.82 per man. This is the highest grade work in the establishment.

At bundling cigars 5 men earned during the same week \$17.20, or an average of \$3.44 per man.

At wrapping and packing 5 men earned \$21, or an average of \$4.20 per man for the week.

For the work of drying the leaf the ordinary pay is 60 cents per day. Of 30 men so employed, 23 earned 60 cents per day, 3 earned 70 cents, 2 earned 75 cents, 1 earned 80 cents, and 1 earned \$1 per day. The average for these 30 men was thus 64 cents per day. The foreman received \$14 per week.

For the work of wetting the leaf the ordinary pay is 80 cents per day and the average pay is 74 cents. Of the men engaged in this work, 7 earned 80 cents, 1 man earned 60 cents, and 1 man earned 50 cents per day. The pay of the foreman was \$12 per week.

The pay of the cigar makers varies with their skill and with the quality of the cigar made. On a \$7.50 brand 10 men, working 5 days in the week, earned \$61.49, which is equivalent to a weekly pay of \$6.15 and a daily pay of \$1.23. Of 235 men making a \$4.50 brand, 100, or 43 per cent, earned less than \$5 per week and 135, or 57 per cent, earned from \$5 to \$10 per week. The average time worked during the week was about 40 hours. Two foremen earned together \$27.50 for the week. On the \$12 brand 30 men working 48 hours during the week earned \$294.60, or an average of \$9.82 per week and an average of 20½ cents per hour. Of these men, 18 earned \$10 or over per week, and 30 men earned more than \$5, but less than \$10. The earnings of 30 men making an \$8 brand amounted to \$124, an average of \$4.13 per week. On a \$7 brand the earnings of 40 men working an average of 48 hours a week were \$306.45, or an average of \$7.66 per week per man or of 16 cents per hour. The weekly earnings ranged from \$6 to \$9. The earnings of 20 men working 3 days were \$41.30, an average of \$2.07 per week or of 69 cents per day. The earnings of 60 men working 4 days in the week were \$332, or an average of \$5.53 per week or of \$1.38 per day. On a \$5 brand the earnings of 127 men working 4 days in the week were \$415, or \$3.27 per week or 82 cents per day. In these cases the average daily and hourly earnings appear lower owing to the fact that in many instances the men did not do their full complement of work.

In the manufacture of cigars the wages of 54 girls working as strippers for 48 hours in the week ranged between \$2 and \$3. The average earnings of the 54 were \$2.31 per week or somewhat less than 5 cents per hour.

Twenty-one men were employed at \$2 per day as leaf classers (selectors of wrappers for the cigars). The total earnings of these during the week were \$215, amounting thus to \$5.18 per week per man. Two foremen together earned \$29.50 per week and 2 clerks earned together \$29.50 per week.

On the cigarette machines 8 men earned \$99.59 for 48 hours' work, an average of \$12.45 per week, or 26 cents per hour.

In making cigarette shells 17 men, paid at the rate of 15 cents per thousand, working about 40 hours per week, earned \$81.18. These aggregate earnings, however, like many of those previously mentioned, give a lower average than the true one, since in some cases men who are carried on the rolls work only a day or a fraction of a day. Thus, of the 17 men working at a uniform rate and earning \$81.18 in all, 15 made \$80, or an average of \$5.33, while the remaining 2 made only \$1.18, or an average of 59 cents for the week.

At the work of packing cigarettes 34 men, working an average of 40 hours, earned \$243.80, an average of \$7.17 per week.

At the leaf process 3 men earned 90 cents per day, 1 earned \$1.25 per day, and 4 men earned 50 cents per day. The average for these 8 men was thus 74 $\frac{3}{4}$ cents for each day worked. The average earnings of the 8 men for the week were \$4.49.

In warehouse labor 13 men, working at \$1 a day, earned during the week \$62.25, or an average of \$4.79 each.

An average of \$1.59 each per day was earned by 3 carpenters working 2 $\frac{1}{2}$ days.

The foreman of the warehouse earned \$20 per week; the foreman of the boiler room, \$20 per week; the fireman, \$12 per week; the foreman of the cigarette department, \$12 per week, and the cart driver and the watchman each \$7 per week.

COTTON GINNING.

This is a new industry and is of no great importance. Wage data were obtained for the only establishment in operation. The rates of wages for the laborers range from 40 to 60 cents, the average wages being under 50 cents a day for an 8-hour day.

There is probably a considerable future in store for the industry of cotton growing. While cotton as yet has not been grown to any extent, that which has been produced is of an extremely good quality, equaling, it is claimed, the famous Sea Island cotton of the United States. The cotton which has been raised so far has been shipped to Manchester, England.

DRESSMAKING.

In the small establishment from which a wage report was obtained the work was performed for American customers. The rate of pay was 25 cents per day, with two meals of an estimated value of 20 cents per day. Dressmaking, especially for native customers, is frequently done in the houses of the customers. Many of the dressmakers work alone, and most of those who work in common share profits. Much of the dressmaking and of the general needlework of the Porto Ricans is excellent.

FOUNDRIES AND MACHINE SHOPS.

The foundries and machine shops of the island are few in number and small in size. They do practically no direct manufacturing and are largely confined to the repair of machinery. These machine shops are extremely primitive, although the character of the work they turn out is not of a low grade.

FRUIT CANNING.

At the present time two fruit-canning establishments exist on the island, as the result of the development of pineapple culture. Both of these were investigated, but wage data were obtained for only one. These canneries are in operation only during the season, which does not last over five months. About 95 per cent of the labor is unskilled. In the fruit-canning establishment in the city of Mayaguez the laborers (not counting those engaged in specialized occupations) included 50 men, 6 boys, and 80 women and girls. The daily wages of the men ranged from 30 to 50 cents and averaged 44 cents, while the wages of the boys and women were uniformly 25 cents per day. In view of the fact that this employment lasted only five months and that the wages were paid for 10 hours of intense and rapid labor, the wages paid furnish a fair indication of the rates received by unskilled workers in Mayaguez. There was no difficulty experienced by the manager in obtaining a sufficient number of workmen and workwomen at this price.

Both the men and the women employed in the canning of pineapples showed great rapidity and expertness in the operation. The work was carried on quite as well as in an American establishment. This was true of both of the establishments of the island. On account of the difficulty of securing the necessary pineapples the establishment for which no report was secured was working only part of the time.

LAUNDRY WORK.

Most of the laundry work is done by women washing on the banks of rivers or streams or in their own houses. There are two steam laundries in San Juan, but both are small. The female machine hands in the San Juan establishment for which a report was obtained received 5 cents an hour for 10 hours a day.

MACARONI MANUFACTURING.

A report was obtained for one macaroni factory, situated in San Juan. The factory works 6 days a week and 8 hours a day. Three-fourths of the employees were women, earning 40 cents a day.

MUNICIPAL WORK.

The municipalities of Porto Rico employ a small number of workmen for public work. These positions are eagerly sought, but the wages do not appear to be higher than in ordinary private work. Thus the municipality of San Juan pays the majority of its carpenters \$1.75; its carpenters' helpers 50 to 75 cents, the average rate for carpenters' helpers being about 73 cents a day. The masons receive \$1.75 and the masons' helpers 50 cents a day. The largest group of employees is that of the street sweepers, who are paid only 50 cents a day for an 8-hour day.

PLANING MILLS.

The wages of carpenters in the planing mills range from \$1.25 to \$1.75 per day. Unskilled labor is paid from 60 cents to 90 cents per day. The lumber used is Georgia and Florida pine. No native woods are used in the planing mills.

PRINTING AND PUBLISHING.

The printing and publishing establishments of the island are small. The rates of pay for newspaper compositors range from \$3 to \$9 per week, the average rate being under \$6. There are a few engravers employed earning from \$16 to \$18 per week.

SHOEMAKING.

Most of the shoemakers work individually and make their contracts directly with the customers. When the proprietor employs assistants he usually does the cutting and leaves the rest of the work to be done by his assistants. All the establishments were small. No machinery is used, the work being carried on by the simplest tools. Where the establishment is relatively large, as in a shop in Ponce which employs 14 shoemakers, the pay is by the pair of completed shoes.

STREET RAILWAYS AND ELECTRIC LIGHTING.

There are only three small street-car lines in the island—one in San Juan, one in Ponce, and a very small line in Mayaguez. Reports were obtained for those using electricity, these lines being situated in San Juan and Ponce. The number of men employed was extremely small. The pay of conductors ranged from 91 cents to \$1.23½ per day, and the motormen received from 82 cents to \$1.15 per day.

ROAD REPAIRING.

In June, 1905, 166 employees, including 2 boys, were employed by the insular board of public works. Of these 164 are classified as laborers. The wages of 154 men reported as employed by the board

of public works in the repairing of works varied from 40 cents to 75 cents a day. The average rate was 46 cents per day. The men work 8 hours per day and 6 days per week when there is sufficient work for them.

A considerable portion of the road repairing is done by contract. The prices paid to the laborers are, as a rule, not above the current rates prevailing in the region. Wages paid are somewhat lower in the mountain districts than near the coast, and it is, moreover, easier to obtain laborers in these regions than in the lowlands, owing to the great surplus of labor.

TAILORS.

Like the shoemakers and seamstresses, the tailors usually work for individual customers and do not receive their pay in day wages. There are, however, a few small establishments in which the men are paid by the day.

TELEGRAPH.

The telegraph service of the island is under the insular government. This department has grown considerably since the arrival of the Americans. New lines have been built to various parts of the country and at the present time the island is covered with a network of wires.

There are 9 American operators, including a chief operator, whose salaries range from \$900 to \$1,080 per year, and there are employed 48 native operators whose salaries range from \$480 to \$900. The average pay for the Porto Rican operators is \$598, and for all operators is \$642. Other employees are 14 messengers and 10 linemen. Of the linemen 9 receive \$480 a year and 1 receives \$720.

CAUSES OF LOW WAGES IN PORTO RICO.

The chief cause of the low wages in Porto Rico is the excessive population of the island. The supply of labor appears to be in excess of the demand, and while in certain places, for limited periods, it may be difficult to obtain labor at low wages, the normal condition is one of a body of workmen attempting to secure positions which are insufficient in number. The rapid growth of the population has tended constantly to force wages down, and under present conditions of increase there seems little probability of any great permanent improvement in the conditions of the working classes.^(a)

^a The density of population (264 per square mile) is greater in Porto Rico than in Jamaica and much greater than in Cuba or Haiti. It is, however, much smaller than in some of the crowded little islands of the West Indies. Thus Barbados, with an area of 166 square miles, has a population of 197,792, or a density of 1,192 per square mile, and the Windward Islands, with an area of 499 square miles, have a density of 335 to the square mile. The density of population of Jamaica (and Turks Island) is 183, the area being 4,373 square miles and the population 800,685. (See Statesman's Yearbook, 1905, p. xxvi.)

This increase, which still continues despite the present density of the population, has been marked during the entire period of 140 years for which official statistics are available. In 1765 the population was only 45,000; by 1800 it had increased to 155,000; by 1832, to 330,000; by 1860, to 583,000, and by 1899, to 953,000. The decennial rate of increase, while large, appears to be declining. From a perhaps apocryphal, though officially noted, increase of 57 per cent from 1765 to 1775, the rate of increase has declined with more or less regularity to a decennial increase of 16 per cent in the period from 1887 to 1899. This latter increase, which is slightly greater than that for the quarter of a century immediately preceding, may be due, to a certain extent, to a more careful enumeration at the last census. But this rate of increase is smaller than that in the United States during the period from 1890 to 1900. This increase in Porto Rico, however, took place despite a very high death rate, and is all the more remarkable in view of the fact that the population is already very dense.

This rapid increase, moreover, unlike that in the United States, is to be attributed almost entirely to an excess of births over deaths and not, as in the United States, to an excess of immigrants over emigrants. As is shown later, the immigration to Porto Rico is inconsiderable. The census of 1899 showed that only 1.5 per cent of the population were born outside of the island, and of this number 55 per cent were Spanish and 11 per cent were from Spanish America. This proportion of foreign born is much less than in the United States and only one-seventh as great as in Cuba.

The rapid increase in the population may better be understood when the marital and sexual relations of the population are studied. The marital relation in large sections of the Porto Rican population is transitory and unsteady. A considerable portion of the people live in what may be called sexual promiscuity, while another large number of men and women live together by mutual consent, without legally binding ties and often only for a short period.

These facts are brought out clearly, though not exactly, by the census enumeration of 1899. The census of that year shows that of the entire population 69.7 per cent were single, 16.6 per cent were married, 8.8 per cent were living together in more or less permanent sexual relations by mutual consent, and 4.9 per cent were widowed. This proportion of single persons, even excluding those living together by mutual consent but unmarried, is enormous. Of the population 15 years of age or over, 45.9 per cent were single persons (excluding those living together by mutual consent, but unmarried), while including persons living together by mutual consent the proportion was 61.7 per cent. When it is recalled that the percentage for Hungary, Mexico, France, Italy, Denmark, the United States,

Germany, England and Wales, Austria, Sweden, the Netherlands, Switzerland, and Belgium varied between 23.2 and 43.9 per cent (^a) the exceedingly large number of single persons in the island will be appreciated. It seems probable, indeed, that the percentage of those living together by mutual consent is even greater than that actually given above and that many of the persons reported as married are actually merely joined together in more or less permanent extramarital relationships.

Even on the face of these statistics there are 53 people in these loose unions for every 100 persons who are married. The proportion of consensual unions to marriages appears to be rather greater in the cities than in the rest of the country, and greater also in the less settled regions of the eastern than in the more highly developed western part of the island. Thus, while in Aguadilla there were only 26 persons living together by mutual consent to every 100 persons legally married, in Humacao, which represents the less-developed regions of the east, there are 91 people living together by mutual consent to every 100 legally married. These loose consensual unions are also more common among the colored than among the native white population. For every 100 native white married persons there are 37 persons living together by mutual consent; while for every 100 married colored persons there are 98 colored persons living together by mutual consent, or almost an equal number.

This state of affairs is reflected largely in the percentage of illegitimate children. The census of 1899 gives a total illegitimate population of 148,605. These figures, however, are probably less than the actual number. The illegitimate population among the colored people is very much larger than among the whites, only slightly over 11 per cent of the native whites being returned as illegitimate, as compared with over 22 per cent of the colored people.

It must not be supposed that all, or even the majority of the consensual unions, or unions of persons living together without the sanction of the State, are necessarily temporary. Many of these loose unions resulted, as in Cuba and in other Spanish-American countries, from the fact that formerly the expenses attaching to a religious marriage, while not excessive according to an American standard, were sufficiently great to cause many persons to dispense with the ceremony. These unions were not considered legally binding, nor the issue from them legitimate, but in very many cases the peons were literally unable to raise the money required to pay for the marriage.

There can be no doubt, however, that a very large percentage of these unions were and still are temporary. There are still many peons

^a These figures for other countries are only approximate, since they do not always refer to the same year nor always to exactly the same age.

in Porto Rico who change from wife to wife with cheerful alacrity. In many cases a woman in one part of the town may be supporting three or four or five children, while the children's father, with whom she was formerly joined, is living in consensual union with some other woman. The effect of these unions is to render the man entering into them reckless, both as to the union itself, the number of resulting children, and the frequency with which he changes wives.

Since the American occupation, these conditions have very materially improved. It is now possible to marry civilly without any religious sanction, and the fees demanded by the church for the religious ceremony have been reduced to such a point that they no longer constitute a serious obstacle to marriage. Moreover, and more important still, the mere fact of a man entering into a consensual union with a woman now gives to her the right to demand support both for herself and her children, and to insist upon his entering upon a fixed marriage relation. So great, however, is the poverty of the population that the legal fee of \$1, which is ordinarily required, still acts as an effective hindrance to marriage with many people who are living together in extramarital relations.

The percentage of marriages is probably increasing, and the relationship between the sexes is gradually being placed upon a better basis, upon a basis, moreover, which safeguards to a great extent the position of the woman. It can not be expected that in a country in which the standard of living is as low as in Porto Rico any serious restraint will, for a considerable time, be placed upon many of those entering into conjugal or quasi-conjugal relations. The relations in this respect are extremely primitive and naive, and this fact is reflected in the very high birth rate which prevails.^(a)

The extremely low cost of living, especially in the rural districts, makes the expenses attendant upon rearing children up to the time when they are able to work so low that sexual relationships are entered into without the most casual consideration of the ability of the newly joined couples to support the offspring of the union. When it is recalled that many families enter into this informal, although often permanent, wedlock without the dollar necessary to pay for the marriage certificate, it can readily be understood that the rearing of a family is a responsibility which does not weigh heavily.

The conclusion that the birth rate in Porto Rico is extremely high is borne out by an analysis of the statistics presented in the Census

^a This high birth rate is perfectly evident from a consideration of certain factors, including the imperfect mortality statistics and the increase of population between successive census enumerations. It is thoroughly concealed, however, by official statistics of births, which are admittedly defective.

Report for 1899. The estimate of the census is that the annual death rate is not much less than 40 per thousand and that the birth rate is considerably in excess of this; and it seems to be borne out by the facts as well as by an intelligent interpretation of the official figures.^(*)

The increase in the laboring population of Porto Rico is but little affected, either by immigration or emigration. The population of foreign birth is small, amounting to only 1.5 per cent of the total. Of these immigrants, the largest percentage are from Spain and Spanish America. Upon the conclusion of peace, a certain number of Spaniards left the island and a certain number of Americans entered it; but since that time the immigration of Spaniards has more than made up for the exodus after 1898.

The emigration is also slight. The population of Porto Rico is singularly immobile, and there is comparatively slight movement even from village to village, to say nothing of from the island to foreign countries. The standard of living is so low that sentimental attractions and sheer inertia tend to hold the population in their native villages even when the opportunities for work are better a dozen miles away. There appears to be no prospect whatever of any considerable migration, either now or hereafter, from the island to the continent of America.

After the hurricane of 1899 there was great distress, and in consequence a certain migration from Porto Rico to Hawaii and Cuba was induced by agents. There was demand for labor in the sugar fields of Hawaii and in the iron mines of Cuba. Several thousand emigrants were shipped to Hawaii, many of them without any property whatever, except the clothes on their backs. The success of this experiment was by no means great. A large proportion of the emigrants arrived in too enfeebled a condition and were found to be too unused to their new work to insure success. The change in their environment and the resulting homesickness caused much discontent among them, and many of them found means to return to Porto Rico.

EFFICIENCY AND COST OF LABOR.

While the wages of Porto Rican labor are low as compared with wages in the United States, or even in most of the western countries of Europe, the efficiency of the workman is so much less that the cost of performing any particular piece of work is not always lower there than in the United States. No statistics have been collected by which the difference can be accurately gauged, and the testimony of many of the employers is so vague as to be entirely inconclusive.

^{*} For an analysis of these figures see the Report on the Census of Porto Rico, 1899, pp. 112 to 117, inclusive.

It is commonly stated that the unskilled workers on the plantations are so much below the agricultural laborers in the United States in efficiency that it actually costs more to perform a certain amount of work than it would in the United States. The general testimony, however, is to the effect that the labor, while less efficient than corresponding unskilled labor in the United States, is nevertheless cheaper, owing to the extremely low rates of wages. In certain industries this can be clearly shown. In the manufacture of cigars, for instance, the somewhat smaller efficiency of the Porto Rican workman is more than counterbalanced by the lower wages, with the result that it costs less to manufacture cigars on the island and import them to the United States than to manufacture them here.

Much of the inefficiency of the Porto Rican workman is due to the climate. While the heat is never as great as on the most sultry and sweltering days in the cities of our Atlantic coast, still the warm, humid atmosphere of Porto Rico is enervating. Americans who arrive in Porto Rico from the United States find that their ability to work is very much less than it was at home. The conditions appear to be somewhat better on the southern coast of the island, where the atmosphere is less humid. Even there, however, it is by no means as easy to do a full day's work as in the more temperate parts of the United States.

Another cause of the comparative inefficiency of the Porto Rican workingman is the disease of anemia. A very large proportion of the rural population of Porto Rico suffers from this disease, which attacks the red corpuscles of the blood and renders breathing difficult, and continued and severe labor almost impossible. Many of these anemics work—when they do work—in an extremely listless manner and after two or three hours of exertion are completely exhausted.

The average Porto Rican is of shorter stature and of slighter build than the average American, and his strength is considerably less. Despite his small stature the Porto Rican workingman seems to possess a fair amount of endurance. Many of the plantation owners agree in stating that the men work with a very fair degree of perseverance and endurance. This is more to be wondered at in view of the climate, the prevalence of anemia, and the general under-feeding of the population. It is perhaps to be accounted for partly by the temperance of the Porto Rican.

The negroes appear to be considerably stronger than the persons of white or mixed blood, and their endurance and capacity for continued work are considerably in excess of those of the white population. The inhabitants of the coast lands also appear to be stronger than the highlanders, who consist, to a large extent, of white persons

and of anemics. The stevedores in San Juan, Ponce, and other cities, working by the piece, are very energetic men and certainly accomplish feats of great strength. In some of the sugar mills the men, mostly blacks, carry on the head bags of sugar weighing 300 pounds. Despite the weight and the excessive rapidity of the work these men do not appear to suffer unduly from it. The work on the sugar plantations, lasting as it does from sunrise to sunset, and performed in the full glare of the sun, requires great strength and endurance.

The great mass of Porto Rican labor is unskilled. Even in these occupations, however, the Porto Rican displays far less skill and intelligence than the ordinary unskilled worker in the United States. There is frequently a listlessness about his work and a lack of interest and forethought which precludes the possibility of intelligent application. It is the common complaint of landowners that they can not trust their employees to display any intelligence or skill in carrying out orders. They also show a great lack of ingenuity and resourcefulness. They work largely as their fathers before them worked and as before them their grandfathers and great-grandfathers.

It is this fact, among others, that tends to make Porto Rican unskilled labor, like unskilled labor in all countries, expensive. It is necessary, except in the smallest forms of piecework, to have constantly present an overseer or foreman to direct the work and prevent idling and soldiering. There has resulted from this a tendency, especially since the American occupation, to give out work under the contract system and to give up as far as possible the payment of day wages. The general system now prevailing on sugar plantations is to pay a small contractor a certain sum for ditching, for planting, or for any of the other agricultural processes and allow him to employ the peons on such terms as he thinks proper.

General listlessness is perhaps the most characteristic feature of Porto Rican labor. The general relation between the employer and employee in Porto Rico is one of a blind, unthinking, and unreasoning submissiveness on the part of the peon, who is ordered about at will by a foreman. Under such conditions there is no call for and little evidence of initiative on the part of the individual workingman, who simply does as he is told to the extent of his somewhat limited capacity.

The Porto Rican laborer has the reputation of being extremely lazy, but it is probable that his reputation in this respect is somewhat worse than he deserves. It is frequently alleged by large planters that they do not pay their workmen any higher wages, because if they did the men would work a fewer number of days. It is claimed that the men who earn 50 cents a day for 6 days would not work over 4 days if the rate was raised to 75 cents a day. This assertion, which

is made by the Porto Rican employer, as it was made by the English employer two centuries ago, must be taken for what it is worth, although it might be suggested that the experiment has not often been tried. What does appear to be true is that the Porto Rican is fairly constant in his employment and works with a fair degree of regularity. On many of the plantations the testimony is that workmen return with a fair degree of regularity to their work and accept all the employment offered to them. In a majority of cases, on the other hand, the failure to work regularly throughout the week is attributed to the conditions of the industry and to the fact that the employer can not use the men. In the coffee districts, for instance, large numbers of men are left unemployed at the end of each crop, and during the season there is no work for the men when it rains. It is quite the truth that when the ordinary peon earns more than usual he is likely to spend it in gambling, but it has not been demonstrated that in Porto Rico an increase in wages would mean a proportional reduction in the number of working days.

SUPERVISION OF LABOR.

Much of the alleged inefficiency of Porto Rican labor has been due to the unintelligent manner in which it has been directed. The product of the work of a given number of men has not been as great in some industries in Porto Rico as it would be in the United States, owing to the fact that the workingmen have not been organized by their employers in the proper manner. The planters, as a rule, are not scientific agriculturists. The contempt for work of any sort which prevailed during Spanish times caused the plantations to fall into the hands of men who were not particularly interested in the administration of their estates. They did not study the best methods of culture and they failed to fertilize their land and to keep pace with advances in agricultural chemistry and the manufacture of agricultural machinery. Moreover, the planters as a rule were not wise enough to reinvest a portion of their profits in improved machinery and appliances. In good times there was a tendency to spend the large profits for purposes unconnected with the improvement of the business, and in bad times it was necessary to borrow money at high rates of interest for the purpose of carrying on the estates. Money lending in Porto Rico is almost entirely in the hands of the Spanish or "Peninsulars." The rate of interest for first mortgages has ranged from 8 to 12 per cent and even more, and for second mortgages it has been as high as 2 per cent a month. Many of the estates are hopelessly mortgaged and many of the coffee properties, especially since the cyclone of 1899, are mortgaged for an amount in excess of

their present selling value. In fact, in Porto Rico we find the anomalous situation of many planters cultivating in a more or less half-hearted way properties in which they have long since ceased to have any equity whatever, while on the other hand the real owners, the men who have advanced the money, do not foreclose because they do not want to be burdened with the control. On many estates practically the entire profits are diverted from the cultivator to the Spanish money lender, who may reside on the island but who usually lives in Spain.

To this state of affairs is partly due the low wages and the irregular employment in many parts of the coffee districts. The small equity which the planter holds in the estate which he cultivates does not permit him to pay any higher wages, and the poverty of the planter frequently prevents him from making the outlays necessary for the proper cultivation of his land. It is not unusual to find coffee estates in the hands of Porto Ricans employing only one-third as many men as they employed a dozen years ago.

At the present time the passing of lands from native to American control has tended to increase both wages and the demand for labor. The practically unlimited demand in the United States for certain Porto Rican products, especially sugar, tobacco, and fruits, would mean a far better utilization of the land and a far more effective organization of the workers if the necessary capital and the requisite intelligent direction of labor were present.

The increased effectiveness of labor as a result of the investment of capital and the more intelligent direction and economy of labor is evidenced by the change from the small obsolescent sugar mills of Spanish days to the great-centrals of the present time, with their improved machinery, their more thorough division of labor, their rigid economy of work, and their far more effective organization. The output of sugar, both per ton of cane and per workman employed, has largely increased as a result of this improvement. The large mills, while paying higher wages than the smaller mills, are able to save a considerable amount of labor and make a profit far greater than was possible under the old conditions. Since the American occupation there are certain indications of a more scientific and better adjustment of the work of the employers, due largely to the incoming of new blood and new ideas. In the sugar industry, in the cultivation of fruits, and in the manufacture of cigars, the opportunities for labor have increased and the labor employed has, on the whole, been somewhat better organized. Moreover, there is a tendency, which is small but perceptible, for Porto Ricans to learn American methods of business. The majority of Porto Rican youths sent to America to secure an education still devote themselves to law and medicine, but as time goes on

it is probable that a constantly increasing number will devote themselves to the study of agriculture, technology, and business methods. Moreover, under American domination, it appears that the former prejudice of the planters against labor or even the personal supervision of labor is weakening.

COMPETITION OF PORTO RICAN WITH FOREIGN LABOR.

The competition of the labor of one country with that of another may be either direct or indirect. Direct competition takes place in the form of direct importation or exportation of workmen. Thus the London waiters are in direct competition with persons of the same occupation in Germany, Switzerland, and France, since German, French, and Swiss waiters can be and are directly imported into England and there is a constant importation and exportation of foreign and English waiters. The more usual form of competition between workmen is, however, that of products.

Porto Rican labor is less directly in competition with that of other countries than is usually the case. The direct competition is comparatively slight. The immigration laws of the United States are enforced for Porto Rico, and these laws, especially as regards the importation of contract laborers, are maintained rigidly. Despite the fact that the wages in some of the neighboring islands, notably in St. Thomas, are even lower than in Porto Rico, there is very little immigration. The emigration is also slight. The movement of Porto Rican workmen to the United States may be practically disregarded. It is doubtful whether such workingmen, ignorant of the language and unused to temperate climes, would be successful in their competition with immigrants from Italy, Poland, and other countries of Europe. Moreover, the poverty of the island is such that only a very small proportion of the workingmen would be able to raise the \$20 necessary to pay for a steerage passage to New York. There is a slight movement from the western part of the island to the plantations of Santo Domingo, which is separated from Porto Rico by a strait only 60 or 70 miles in width. This emigration, however, is so slight that it may be assumed for all practical purposes that the laboring population of the island is constant, without immigration or emigration, and that there is no direct competition of labor with foreign countries.

Indirect competition of Porto Rico with foreign countries is also small. The island is under the American protective tariff, and while the revenues derived from direct importation go to the insular instead of the Federal treasury, the competition, as regards the exclusion of products of foreign manufacture, is exactly the same as

in the United States. Most of the industries of Porto Rico are not strictly competitive. The competition of the Porto Rican sugar growers with the growers of Cuba, Haiti, Java, and continental countries does not affect in any direct manner the wages or conditions of work of the mass of sugar laborers. The inclusion of Porto Rico within the American customs union gives to Porto Rican sugar a substantial advantage over foreign sugar, which must pay a customs duty. The same is true of Porto Rican tobacco and fruits in the markets of the United States. The workmen employed in transportation, both railroad and street railway, the dock laborers, and others are beyond the reach of any possible competition. The coffee industry is in constant and direct competition with the same industry in Brazil and other countries, and it is probable that this competition is felt in a measurable degree by the workingman through the prosperity or decadence of the industry. In none of these industries is there any appreciable competition between the laborer of Porto Rico and the laborer of the United States.

In certain forms of manufacturing which, however, are not of great importance to the island the competition is more severe. There is a clear case of competition between the products of the cigar makers of Porto Rico and of the cigar makers of the continent of America, to the disadvantage, on the whole, of the latter. The cigars manufactured by the Porto Ricans are for the American market, and the transference of factories from the United States to Porto Rico or the starting of factories in Porto Rico for the American trade constitutes naturally a direct competition between the cigar makers of the two countries.

In the smaller manufacturing industries there is also competition between the labor of the two countries based on a competition between the products. A number of small trades formerly existing in Porto Rico have suffered considerably from the competition with the United States, and seem doomed to disappearance. The carpenters of Porto Rico formerly manufactured tables and other articles of furniture. They manufactured them by processes elsewhere obsolete, and the products were both crude and expensive. The free introduction of articles made with dearer labor, but by more advanced and finished methods has largely destroyed the Porto Rican industry. The same is true to a considerable extent of other smaller trades. The manufacture of hats and of shoes, and the work of blacksmiths, etc., have suffered in this manner. This competition, with its ruinous effect on the primitive industries of Porto Rico, existed before the American invasion, but the conditions have been accentuated and aggravated since that event. What has occurred is similar to the development of these industries in all parts of the world where direct competition with the factory has destroyed the former manufacture under crude

hand methods. In these industries there has been a growing inability to secure work, a reduction in the earning power of the workmen, a practical destruction of a slowly acquired efficiency, and a limitation of the work of the men who formerly manufactured to the mere doing of repair work.

WAGES AND SAVING.

The amount of saving among the workmen of Porto Rico may be practically disregarded. In the first place, wages are too low to admit of any extensive saving. With the wages prevailing, especially in the coffee districts, it is more wise to spend than to save. In some parts of the island in recent years the earnings of the family have not been sufficient to maintain the workingman in a state of industrial efficiency. The best investment of the meager earnings of the workman in these districts is in food and drink, and anything like saving would be unwise and almost criminal, if it were not impossible. In the sugar districts on the coast it might be possible to save small sums of money, but under present conditions the habit of the Porto Rican of not saving seems perfectly justified in view of the narrow margin between wages and the cost of mere subsistence.

Even if wages were higher, it is doubtful whether for many years to come there would be any extensive saving. The cost of maintaining the working population in a state of industrial efficiency, not to say of establishing a reasonable or high standard of living, is so far above the normal rate of wages existing in the island that it may be said, broadly, that the need of the workingman is not saving but spending upon articles of consumption that will benefit him. The expenditure of the meager earnings of the workman, however, is often extremely injudicious. While, as has been before stated, there is no large expenditure of money for spirituous liquors, and but little drunkenness, an unduly large part of the earnings of the workman in many parts of the island goes to a wasteful form of expenditure, namely, gambling.

Even if there were a possibility of saving, there are at present no adequate facilities for taking care of the earnings of the workingman. While a few savings banks exist in some of the towns, their clients are not primarily the working classes, and in the country no facilities whatever are to be found for investing or safeguarding earnings which are saved. In occasional instances where the workmen do acquire a small sum in advance, the custom appears to be to leave it with the foreman of the plantation until some feast day, when it is drawn out and expended.

PRICES AND THE COST OF LIVING.

The cost of living of the Porto Rican workingman can not be given in statistical form. It was found impossible to secure family budgets of any sort or description. Even the more intelligent of the Porto Rican workingmen do not keep anything faintly resembling household accounts. Expenditure in practically all cases exactly balances income. The great mass of the working class—certainly not less than 99 per cent—consume every month the earnings for that month.

It can be said with approximate, if not exact, truth that the working classes of Porto Rico do not save at all. There is no cold weather for which preparation in the form of saving must be made, and there are no extraordinary expenses which must be met. According to the opinion of the ordinary peon, there is nothing to save for.

The expenditure is very largely concentrated upon food. The expenditure for housing, except in the large cities, is comparatively small, and in the country districts it may be practically disregarded. The expenditure for clothing forms only an inconsiderable element in the cost of living of the country peon. No fuel is required for heating, and the cost of fuel for cooking does not constitute a considerable element in the budget. There are no expenditures for direct taxes. The amount of money devoted to the maintenance of religious, charitable, and other societies may be entirely disregarded. No money is expended on books, since the great mass of the population are illiterate; and even newspapers, which cost only 1 or 2 cents, are not bought to any extent by the rural population. The expenditure, therefore, is practically narrowed down to a wasteful spending for gambling and an economical spending for food and drink.

The impoverishing effect of gambling among the Porto Ricans has perhaps been somewhat exaggerated. The gambling spirit is rampant, and the Porto Rican peon is, in the great majority of cases, an ardent gambler. Formerly a large part of this gambling took place about the cockpits, and although cockfighting is now contrary to law and has been largely banished from the cities, the practice still prevails, more or less surreptitiously, in the country districts.

So widespread is the spirit of gambling that it may almost be said to take the place which in other countries is taken by saving. The Porto Rican gambles with what he saves from his food and eats what remains after gambling. It is, of course, impossible to gauge with any measure of accuracy the extent of this expenditure for gambling, but from personal observation and from the testimony of many capable observers gambling in some degree is almost universal.

A disproportionately large fraction of the small earnings of the Porto Rican workingman goes to food and drink. The latter item is not very important. The Porto Rican is singularly temperate and his consumption of alcoholic beverages is small. While the juice of the sugar cane, in the form of a drink called "guarapo," and also rum are drunk, the quantities consumed do not appear to be very great. It is extremely unusual to see a drunken Porto Rican upon the streets or highways, and during this investigation only one native was seen who was obviously under the influence of liquor. When one compares the drinking of the Porto Rican with that of the Mexican the temperance of the former appears extraordinary. This holds equally true when the temperance of the Porto Rican is compared with that of the Englishman, the German, or the American.

The selection of foods by the Porto Rican is determined greatly by relative cheapness. The peon attempts instinctively to satisfy his physiological needs by such articles, native and foreign, as will give the elements required at the least possible cost. The warmer climate probably necessitates a smaller consumption of food. It seems probable that the earnings of the majority of the workers throughout the coffee districts during the last few years have amounted to considerably less than \$100 per year per family. With such a restricted income the greatest amount of economy is essential in order to secure sufficient nutritive food.

A large proportion of the food consumed by the poor of Porto Rico is of foreign origin. The place ordinarily taken by meat in the diet of the European workingman is in Porto Rico very largely occupied by dry, salt codfish. This codfish, which is one of the principal articles of import, is obtained from Nova Scotia, and is consumed every day in small quantities by the great mass of the Porto Rican population. Rice, which is consumed in large quantities, is imported from the United States; probably most of the beans consumed are of Porto Rican growth. The bread in Porto Rico is made from American flour. It can therefore be stated that a considerable portion of the articles entering into the daily consumption of a Porto Rican workingman comes from foreign countries.

This dependence upon foreign countries for many of the chief articles of food, which at first appears striking in view of the fact that the island is essentially agricultural, is to be explained by the nature of its agriculture. The Porto Ricans are principally engaged in the raising of money crops, such as sugar, coffee, and tobacco. The condition of the island as regards both the raising of money crops and the indebtedness of the planters to merchants demanding money payments is not unlike that of the Southern cotton-raising States, especially before the civil war, when these States drew upon the West for huge quantities of corn, although they themselves were

capable of raising it. The declaration of free trade between the United States and Porto Rico renders the leading articles imported for consumption comparatively cheap in the island.

The articles entering into the usual Porto Rican diet differ largely in the city and in the country and differ also as between the coast and the highlands. In the cities the diet seems to be made up chiefly of dried, salt codfish, beans of various sorts, rice, bread, etc. Milk is scarce and is seldom used. Butter, which is imported principally from Denmark and sells for 30 cents a half pound, is far beyond the reach of the Porto Rican workingman. Bread, which is made from American flour, retails for about 5 cents a pound and forms a large part of the diet of the workingman. Beans and rice are used in especially large quantities and are cooked together with the codfish, making a not unsavory mess. Coffee is in very general use, and the lower grades of sugar are also consumed. Bananas and plantains are consumed in large quantities, although not nearly to the same extent as in the country districts. Sweet potatoes, which are rather large and coarse, are used, as is also the yautia, a tuber not unlike the potato, but with a rather sweetish taste not usually appreciated by the nonresident. Peas are eaten, and a number of other vegetables also, though in limited quantities. The principal fruit eaten is a small banana called the "guineo" and sometimes "lady finger." Mangoes are also eaten in many parts of the island. Oranges and pineapples, although cheap, do not appear to be largely consumed by the working classes, the banana being far cheaper than either of these. Yams are also eaten in considerable quantities.

The consumption of meat seems to be quite small. The cattle are lean, and in killing and preparing the flesh is stripped of every ounce of outside fat. The meat is eaten very shortly after the animal is killed, since in the absence of refrigerating facilities it would spoil within two or three days. As a consequence the beef is stringy and tough and, to Americans, unpalatable. The native Porto Ricans of the wealthier classes eat large quantities of meat, apparently more than the character of the climate and the nature of their work would warrant. To the poor workingman, however, meat is a rare luxury, so that it may be stated broadly that in Porto Rico the eating of meat is a distinct sign of a higher social position and greater wealth and is the hall-mark of economic superiority.

In the very small stores, which the working people patronize, articles of food are sold in very small quantities and not by weight or measure, but by the cent's worth. In order to ascertain accurately the prices paid in the case of such purchases, all the articles of food purchased by a workingman in the market in Ponce during a period of eight days were weighed and a careful record kept of

weight and price. The average prices paid per pound on these purchases are shown in the following table:

AVERAGE PRICES OF FOOD IN THE MARKET IN PONCE AS PURCHASED IN SMALL QUANTITIES BY THE WORKINGMAN, JUNE, 1905.

Article.	Cost per pound.	Article.	Cost per pound.
Aguacate (alligator pears).....	\$0.034	Herbs.....	\$0.014
Apia.....	.024	Mafafas.....	.005
Bananas (small).....	.084	Mamey.....	.007
Beans, red.....	.060	Mutton.....	.116
Beans, string.....	.032	Mutton chops.....	.150
Beef.....	.101	Onions.....	.069
Bread.....	.064	Palmilla.....	.042
Caimitos.....	.017	Papaya, green.....	.011
Carrots.....	.084	Pineapple.....	.021
Cheese.....	.320	Plantain.....	.018
Chickens.....	.194	Potatoes, sweet.....	.012
Codfish.....	.082	Potatoes, white.....	.020
Coffee.....	.160	Rice.....	.040
Corn.....	.019	Spinach.....	.021
Corn, ear.....	.018	Sugar, brown.....	.050
Corn, green.....	.017	Sweet peppers.....	.036
Cucumbers.....	.028	Tallote.....	.010
Eggplant.....	.025	Tomatoes.....	.042
Eggs (market).....	a .192	Vermicelli.....	.160
Eggs (store).....	a .240	Watercress.....	.036
Garlic.....	.107	Yams.....	.030
Gumbo.....	.055	Yautia, yellow.....	.023
Habas.....	.062	Yautia, white.....	.019
Ham.....	.160	Yucca.....	.009

a Per dozen.

In the country districts the imported articles are somewhat more expensive and are used to a less extent. On the other hand, the native products here form a larger part of the dietary of the peasant. To an almost unbelievable extent the masses of the rural population, especially in the mountainous districts, live on the banana. The banana is probably the most economical plant in the world, and in proportion to the land and labor required for its production gives the largest amount of nutriment.

With a little knowledge of the proper method of cultivating their land the Porto Ricans could live very much better without increased cost. An acre or two, or even the half acre around the peon's hut, which in many instances he is permitted to cultivate, would provide him with an amount of food of a varied character sufficient to round out his diet. At the present time corn is not consumed by the inhabitants to any considerable extent, and what is raised in the island has an unusually small ear and is hard and not liked. It is used almost entirely for feeding animals and not as food for persons. It would be quite possible to cultivate corn in large sections of the country, and a great number of vegetables could be raised in the neighborhood of the homes of the peons. What is needed more than anything else is to teach the natives the elements of agriculture. Without an impetus from the outside they will continue indefinitely to cultivate their patches in the present wasteful and unproductive way instead of

improving their diet list and general condition by the raising of other food products.

The situation with respect to the dietary of the Porto Rican may be summed up in the words of Dr. Azel Ames in his report on labor conditions in Porto Rico, published by the Department of Labor in its Bulletin of May, 1901. He says:

The food list of the rural wageworkers in Porto Rico is probably poorer than that of any equal body of people under so enlightened a government and located so near to the great granary and provision supply of the world. It barely includes the essential components to meet the physiological demands of the human system; but it is often interesting to observe how these demands will assert themselves and the individual seek food of a kind which, not especially liked, attractive, or cheap, he buys in response to the craving and claims of his physiological requirements.

Practically all observers have agreed that the diet of the Porto Rican peasant is insufficient. It has been demonstrated, says Dr. Francisco del Valle Atilas, in his book on *El Campesino Puertorriqueño*, that in the Tropics the people naturally prefer a simple diet, and can depend for their alimentation more largely upon vegetable foods than would be possible in the temperate zone. There is, however, no doubt in his mind that the *jibaro* (rustic) is ill fed. His food consists chiefly of rice, plantains, codfish, to some extent corn, to a slight extent milk, and a few native vegetables and fruits. His bread is almost invariably prepared badly, and meat is seldom eaten. As a result of defective alimentation, the general health of the population is extremely poor. Dr. del Valle Atilas goes in detail into the physiological and pathological consequences of the lack of nourishment of the Porto Rican peasant, and intimates that the industrial efficiency of the Porto Rican workman is materially and disadvantageously affected by this lack of nourishment.^(*)

The cost of clothing in Porto Rico is very slight. Prices range about the same as in the United States, or perhaps a trifle higher, but the needs of the working people are extremely simple. The absence of cold precludes the use of overcoats and usually of coats and vests, and renders the wearing of outer or inner woolen garments not only useless but inadvisable. The well-to-do classes in the Porto Rican cities dress largely as they do in towns of the same size in the United States, though in lighter fabrics, and the skilled workmen also dress well though cheaply. The chief material used is cotton, which is imported from the United States and sold for a price slightly above that paid here. The prevailing color is white. Shoes and socks are almost universally worn by the skilled and even by many of the unskilled workers in the cities, as are also coats and straw hats.

^{*} Francisco del Valle Atilas. *El Campesino Puertorriqueño*. San Juan, 1889.

The great mass of the unskilled workers, however, dress with the utmost cheapness. This is especially true in the country districts, where the chief and often exclusive articles of apparel are a cotton shirt and a pair of cotton-duck trousers. As a rule no under-garment is worn and no coats are used, while shoes and socks are very unusual. Even where shoes are worn, socks are usually absent. There appears to be of late a considerable increase in the number of shoes used, and the time appears to be approaching when the possession and use of this article of apparel will become the mark of decency. This has already come to pass in the cities. The children even in the poorest districts of the cities hesitate to go to school unless they have shoes. In the country districts, however, this is not yet the case, and shoes for men and women, as for boys and girls, are the exception. Even where used their possession is considered a luxury rather than a comfort. It is not unusual to see a peon trudging along a dusty road carrying under his arm his precious pair of shoes, not to be put on until he has reached the outskirts of the town. The shoes are largely of American manufacture and of the cheapest grades, although a considerable number of shoes are made by hand on the island.

In many parts of the island, especially in the sugar districts and in the cities and towns, the habit of wearing an outer cotton coat is becoming more general. This is, however, still unusual, especially in the country districts and among the poorer classes of workingmen. The wardrobe of the poorer classes of Porto Ricans is as limited in extent as in variety. While the skilled workingmen as a rule possess several changes of garments, many of the unskilled workmen appear to own nothing but a week-day suit of shirt and trousers and a somewhat more elaborate Sunday suit. Many of them even dispense with the latter. A large section of the more unskilled workers live in the one suit of shirt and trousers day and night until it literally falls to pieces. The suits appear to last for a shorter time in the rain and heat of Porto Rico than they would in a drier and more temperate climate, and the numerous stores dealing in cotton duck appear to do a thriving business.

The hats of the poorer classes of the workmen of Porto Rico are made of the cheaper forms of straw or palm leaf. They are inexpensive and lasting.

WHOLESALE AND RETAIL PRICES.

In the following tables wholesale prices in Porto Rico are given for a series of articles, and an attempt has also been made to show wholesale prices in former years. A comparison of these former wholesale prices with present wholesale prices is difficult, owing to .

the fact that not only has the currency changed, but the method of making sales. Formerly goods were sold to a larger extent on long credit than at the present time. The former system of selling goods to the planter contemplated paying for them either three or four months after the delivery of the goods, or upon the 31st of January, or at the close of the coffee season; but present wholesale prices are either upon thirty days' credit or for cash. Prior to the establishment of the gold standard, moreover, the value of the Porto Rican dollar or peso fluctuated violently, as is shown by the table on page 726.

The following table shows the wholesale cash prices in American currency in June, 1905:

WHOLESALE CASH PRICES OF COMMODITIES, JUNE, 1905.

Article.	Country of production.	Unit of quantity.	Price.
Baking powder.....	United States.....	100 lbs. (a).....	\$2.75
Beef, jerked (<i>tasajo</i>).....	Argentina.....	100 lbs.....	9.00
Beer, Bohemia.....	United States.....	Barrel.....	9.00
Beer, Pabst.....	United States.....	Barrel.....	12.00
Candles, paraffin.....	United States.....	100 lbs.....	7.50
Candles, tallow.....	United States.....	100 lbs.....	14.00
Cement, Portland, Dragon.....	United States.....	Barrel.....	2.75
Codfish, superior.....	Nova Scotia.....	100 lbs.....	7.50
Cooking pots, cast-iron (1, 2, and 5 gal.).....	Germany.....	100 lbs.....	4.50
Crackers, pilot.....	United States.....	Box.....	.85
Crackers, soda, Harris.....	United States.....	Box.....	.90
Epsom salts.....	Germany.....	100 lbs.....	3.50
Flour, Perfecta.....	United States.....	Bag.....	5.90
Garlic.....	Spain.....	Bunch (100 bulbs).....	.30
Grindstones.....	United States.....	100 lbs.....	2.00
Ham, ordinary.....	United States.....	100 lbs.....	9.00
Herring, smoked.....	United States.....	Box (6 to 8 lbs.).....	.18
Hops.....	United States.....	100 lbs. (b).....	25.00
Iron, galvanized, corrugated American.....	United States.....	100 lbs.....	3.75
Iron, galvanized, corrugated English.....	England.....	100 lbs.....	5.00
Iron, galvanized, plain English.....	England.....	100 lbs.....	4.75
Kerosene, Diamante.....	United States.....	Case (10 gal.).....	2.10
Kerosene, ordinary.....	United States.....	Case (10 gal.).....	1.40
Lard, Unica.....	United States.....	100 lbs. (c).....	8.50
Lard, Unica.....	United States.....	Case (d).....	8.75
Lard, Unica.....	United States.....	Case (e).....	9.00
Lard, Vencedora.....	United States.....	100 lbs. (c).....	5.80
Lard, Volcan.....	United States.....	100 lbs. (c).....	6.00
Macaroni.....	Porto Rico.....	100 lbs.....	4.40
Matches, safety.....	Porto Rico.....	Case (1,440 boxes).....	5.70
Oil, olive, Conradi.....	Spain.....	Box (80 lbs. net) (f).....	12.00
Oil, olive, Conradi.....	Spain.....	Box (80 lbs. net) (g).....	12.25
Peas.....	United States.....	100 lbs.....	2.50
Pork, salt, short cuts, in brine.....	United States.....	Barrel (200 lbs.).....	14.50
Potatoes, Irish.....	United States.....	100 lbs.....	2.25
Rice, broken.....	United States.....	100 lbs.....	2.75
Rice, good quality.....	United States.....	100 lbs.....	3.00
Rice, Japanese, white.....	United States.....	100 lbs.....	3.50
Rice, Japanese, yellow.....	United States.....	100 lbs.....	3.25
Rice, large grain.....	United States.....	100 lbs.....	3.25
Rope.....	United States.....	100 lbs.....	10.00
Salt, native, rock.....	Porto Rico.....	100 lbs.....	.45
Sausage, Competitor.....	United States.....	100 lbs.....	11.50
Soap, blue, Fairbanks.....	United States.....	Case (100 lbs. net).....	4.30
Soap, blue, Fairbanks.....	United States.....	Case (50 lbs. net).....	2.15
Soap, Fairy.....	United States.....	Case (100 cakes).....	4.00
Soap, Rocamora.....	Spain.....	Case (100 lbs. net).....	4.90
Sugar, granulated.....	United States.....	100 lbs.....	6.75
Sugar, native, first class.....	Porto Rico.....	100 lbs.....	4.40
Sugar, native, second class.....	Porto Rico.....	100 lbs.....	4.25

a In cases of 20 one-pound packages.

b In packages of one pound each.

c In tierces.

d In cases of 4 to 10 cans.

e In cases of 20 cans.

f In cases of 4 cans each.

g In cases of 8 cans each.

In April, 1893, the following were the wholesale prices in provincial currency (about 70 per cent of American currency), with eight months' credit:

American flour, \$8.25 to \$8.75 per barrel.
 Rice, \$4.75 per quintal. (The higher grade of rice; at that time low-grade rice similar to the cheaper American grades was not imported.)
 Spanish soap, \$0.05 $\frac{1}{4}$ per pound.
 Oil, Spanish, \$0.11 $\frac{1}{4}$ per pound.
 Codfish, \$7.25 to \$7.50 per 100 pounds.
 Lard, common, \$0.16 per pound (now \$0.07).
 Salt, \$0.62 $\frac{1}{2}$ per 100 pounds.
 Native sugar, muscovado, \$0.04 $\frac{1}{4}$ per pound.
 Habana cigarettes, \$3.25 per 1,000.
 Porto Rican cigarettes, \$1.75 to \$2 per 1,000.
 Potatoes, \$3 per 100 pounds.
 Macaroni, Spanish, \$0.08 $\frac{1}{4}$ per pound.
 Ham, American, \$0.23 per pound.
 Rice, Japanese, \$0.05 $\frac{1}{2}$ per pound.
 Onions, \$0.05 $\frac{1}{4}$ per pound.
 Kerosene, \$0.30 per gallon.
 Sardines, Spanish, \$0.85 per dozen tins.
 Sausage, German, fancy, \$0.40 per pound.
 Pork, American, \$0.16 per pound.
 Chick peas, \$0.06 $\frac{1}{4}$ per pound.
 Candles, \$0.16 per pound.

In December, 1894, the wholesale prices in provincial currency (worth about 65 per cent of American currency) were as follows:

Codfish, \$0.07 $\frac{1}{4}$ per pound.
 Rice, \$0.047 per pound.
 Onions, \$0.03 per pound.
 Sugar, \$0.04 per pound.
 Pork, \$0.18 $\frac{1}{2}$ per pound.
 Potatoes, \$0.04 per pound.
 Kerosene oil, refined, \$0.45 per gallon.
 Macaroni, \$0.10 per pound.
 American flour, \$11.50 per sack.
 Potatoes, \$3.75 per 100 pounds.

In November, 1897, the following wholesale prices prevailed in the seacoast towns of Porto Rico. These prices are in provincial currency, which at that time was worth about 60 per cent of American money. The prices are also credit prices, and involved on the average the payment about six months subsequent to the delivery of the goods.

Wheat flour, \$14.25 per barrel.
 Cuban cigarettes, 270 for \$1.
 Baking powder from the United States, \$0.12 $\frac{1}{4}$ per pound.
 Hams from the United States, \$0.18 $\frac{1}{2}$ per pound.
 Rice, \$0.0485 per pound.
 Pork, \$0.14 per pound, in quantities less than a barrel.
 Pork, \$0.13 per pound, in barrels of 200 pounds.

Codfish, \$0.06½ cents per pound.
 Rice, Spanish, \$0.05½ per pound.
 Lard, pure, American, \$0.14 per pound.
 American sausage, \$0.36 per pound.
 Sugar, muscovado, \$0.03½ per pound.
 Galvanized iron, English, \$0.06 per pound.
 Spanish wine, \$0.65 per gallon.
 Spanish candles, \$0.16½ per pound.
 Olive oil, Spanish, \$13 a case of 100 pounds.
 Onions, \$0.05 per pound.

The retail prices of various commodities in several Porto Rican towns in 1905 are given in the following table:

RETAIL PRICES OF COMMODITIES, 1905.

Article.	Unit.	Retail price in—						
		Adjuntas, Estab. No. 1 (May and June).	Aguirre, Estab. No. 2 (May).	Carolina, Estab. No. 3 (Jan. to May).	Ponce, Estab. No. 4 (Jan. to May).	Ponce, Estab. No. 5 (Jan. to Apr.).	Ponce, Estab. No. 6 (Jan. to Apr.).	San Juan, Estab. No. 7 (Jan. to Mar.).
FOOD.								
Apples, evaporated, fancy	Pound.....							\$0.15
Baking powder, Royal...	Pound.....							.50
Bananas (guineos), small.	5.....	\$0.01						
Bananas (mañafas), large, coarse, for cooking.	100.....	.08						
Beans, canned, kidney, red.	2 lb. can.....							.15
Beans, dry, lima, California.	Pound.....							.10
Beans, dry, white and red, American.	Pound.....			\$0.07				
Beans, dry, white and red, Porto Rican.	Pound.....	.02½	\$0.06	a.04-	.05			
Beef, canned, corned, Libbey's.	1 lb. can.....							.15
Beef, canned, dried, Armour's.	1 lb. can.....							.30
Beef, canned, dried, Libbey's.	½ lb. can.....							.15
Beef, canned, Irish stew, American.	1 lb. can.....		.25					
Beef, canned, roast, Armour's best.	1 lb. can.....							.15
Beef, dried (tasajo), Argentina.	Pound.....			.09				
Beef, fresh, ribs.....	Pound.....							.30
Beef, fresh, sirloin steak...	Pound.....							.24
Beets, canned, best.....	2½ lb. can.....							.18
Butter, creamery, fresh, Armour's.	Pound.....							¢.43½
Carrots, canned, second grade.	2 lb. can.....							.12
Cheese, American.....	Pound.....		.20					.22
Chickens, roasters.....	Pound.....							.25
Coffee, first grade, green, Porto Rican.	Pound.....							¢.16
Coffee, good, green, Porto Rican.	Pound.....		.15					
Coffee, second grade, green, Porto Rican.	Pound.....							¢.14
Corn, canned, American...	1 lb. can.....		.10 to	.15				
Corn, canned, best.....	2 lb. can.....							.15
Corn, canned, medium.....	2 lb. can.....							.12
Corn meal, white or yellow fancy.	3½ lbs.....							.15
Crackers, soda, American.	Pound.....		.10					
Crackers, soda, Zephyr, 2½-lb. lot.	Pound.....							.12

a Price, January and February, 1905.

b 40 cents in January and March and 45 cents in February, 1905.

c 15 cents in January, 16 cents in February, and 17 cents in March, 1905.

d 13 cents in January, 14 cents in February, and 15 cents in March, 1905.

RETAIL PRICES OF COMMODITIES, 1905—Continued.

Article.	Unit.	Retail price in—						
		Adjuntas, Estab. No. 1 (May and June).	Aguirre, Estab. No. 2 (May).	Carolina, Estab. No. 3 (Jan. to May).	Ponce, Estab. No. 4 (Jan. to May).	Ponce, Estab. No. 5 (Jan. to Apr.).	Ponce, Estab. No. 6 (Jan. to Apr.).	San Juan, Estab. No. 7 (Jan. to Mar.).
Crackers, Uneeda biscuit.	Package							\$0.06
Ducks, dressed	Pound							.25
Fish, canned, salmon, best.	1 lb. can							.20
Fish, canned, salmon, second grade.	1 lb. can							.12
Fish, canned, sardines, American, good.	$\frac{1}{2}$ lb. can							.15
Fish, canned, sardines, American, in oil.	$\frac{1}{2}$ lb. can							.08
Fish, salt, cod, best.	Pound							.12
Fish, salt, cod, American, first grade.	Pound		\$.10					
Fish, salt, cod, American, second grade.	Pound		.09					
Fish, salt, cod, Nova Scotia	Pound	\$0.08	.08					
Fish, salt, mackerel, silver back.	Fish							.15
Flour, Hecker's, sold in 7 lb. lots.	Pound							.05
Flour, Pillsbury's best, sold in 25 lb. sacks.	Pound							.04 $\frac{1}{2}$
Flour, XXXX best, American.	Pound		.04					
Flour, XXXX, Minnesota	Pound			(\$0.03 $\frac{1}{2}$ to .04)				
Garlic, Spanish	100			.40				
Lard, American	Pound			.08				
Lard, compound, American.	Pound	.08	.07					
Lard, silver leaf, sold in 5 lb. pails.	Pound							.14
Lard, silver leaf, sold in 10 lb. pails.	Pound							.13 $\frac{1}{2}$
Macaroni, vermicelli, or spaghetti.	Pound							.10
Macaroni, vermicelli, or spaghetti, Porto Rican.	Pound		.08	.08				
Milk, condensed, Eagle brand.	1 lb. can			.14				
Milk, condensed, Eagle brand, sold in 1 doz. can lots.	1 lb. can							.12 $\frac{1}{2}$
Mutton, fresh	Pound							.23
Olive oil, American	Gallon							3.25
Olive oil, French, best, sold by the qt.	Gallon							3.40
Onions, American	Pound			.04				
Onions, Spanish	Pound		.08	.07				
Peaches, evaporated, fancy, in bulk.	Pound							.18
Pork, bacon, in glass	1 lb. jar							.30
Pork, fresh, loins	Pound							.22
Pork, ham, canned, sliced, Armour's.	1 lb. can							.25
Pork, "ham" (shoulders), sugar cured, American.	Pound			.11				
Pork, salt, American	Pound			.08				
Pork, salt, American, best	Pound		.08					
Potatoes, Irish, American	Pound		.03 $\frac{1}{2}$	.03				
Prunes, evaporated, second grade.	Pound							.12
Raisins, fancy	Pound							.25
Rice, American, first grade.	Pound		.04	.04				
Rice, American, second grade.	Pound		.03	.03				
Rice, American, third grade.	Pound	.02 $\frac{1}{2}$		.02 $\frac{1}{2}$				
Rice, fancy	Pound							.06
Salt, fine white table.	5 lbs.							.12
Salt, small rock, Porto Rican.	3 lbs.			.02				
Sausage, Bologna	Pound							.17
Sausage, canned, Vienna.	1 lb. can		.15					
Sausage, pork	Pound							.18

* Price from January to May, 1905.

* Price January to April, 1905.

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RETAIL PRICES OF COMMODITIES, 1905—Continued.

Article.	Unit.	Retail price in—						
		Adjuncts, Estab. No. 1 (May and June).	Aguirre, Estab. No. 2 (May).	Carolina, Estab. No. 3 (Jan. to May).	Ponce, Estab. No. 4 (Jan. to May).	Ponce, Estab. No. 5 (Jan. to Apr.).	Ponce, Estab. No. 6 (Jan. to Apr.).	San Juan, Estab. No. 7 (Jan. to Mar.).
Succotash, canned, best.	2 lb. can.							\$0.15
Sugar, brown, Porto Rican.	Pound			\$0.05				
Sugar, granulated.	Pound		\$0.07	.07				.07
Sugar, second grade, Porto Rican.	Pound	\$0.04½						
Sugar, white, Cuban.	Pound							.09
Tea, English, breakfast.	Pound							.65
Tomatoes, canned, standard.	3 lb. can.							.12
Tongue, canned, Libbey's.	1 lb. can.							.35
Tripe, canned, American.	1 lb. can.		.18					
Veal, fresh.	Pound							.25
Vinegar, cider, Monarch.	Gallon							.26
CLOTHS AND CLOTHING.								
Blankets.	Blanket		.40 to .50					
Calico, American, best.	Yard					\$0.11		
Calico, American, cheap grade.	Yard					.05		
Cotton duck, American, best.	Yard					.20		
Cotton duck, American, cheap grade.	Yard					.10		
Cotton thread, Clark's, 150 yard spool.	Spool					.04		
Ginghams, A. F. C., American.	Yard					.10		
Ginghams, Everett, American.	Yard					.08		
Lawns, National, American.	Yard					.05		
Shirtings, 27 in., American	Yard					.05		
Shirtings, white, Fruit of the Loom, American.	Yard					.10		
Shirtings, white, American, cheap grade.	Yard					.05		
Shoes, men's, American.	Pair		(b)					
Shoes, men's, American, best.	Pair					3.00		
Shoes, men's, American, cheap grade.	Pair					1.25		
Shoes, women's, American.	Pair		(c)					
Shoes, women's, American, best.	Pair					3.00		
Shoes, women's, American, cheap grade.	Pair					1.25		
Socks, men's, American, best.	Pair					.25		
Socks, men's, American, cheap grade.	Pair					.10		
Stockings, women's, American, best.	Pair					.25		
Stockings, women's, American, cheap grade.	Pair					.10		
FUEL AND LIGHTING.								
Kerosene oil, Aladdin, S. O. Co., sold in 5 gal. cans.	Gallon							0.23
Kerosene oil, American, red, inferior grade.	Liter (d)	.05						
Kerosene oil, American, second grade.	Cuartillo (e)	f. 04						
Kerosene oil, American, white, good.	Liter (d)	.06						
Kerosene oil, S. O. Co., first grade.	Gallon		.24					

a 6½ cents in January, 7 cents in February, and 7½ cents in March, 1905.

b From \$1 to \$4. Greater demand for the \$1.50 grade.

c From \$0.50 to \$2.50. Greater demand for the \$1.25 to \$1.50 grades.

d Liter equals 1.0567 quarts.

e Cuartillo equals ¼ gallon.

* Price in April and May, 1905.

RETAIL PRICES OF COMMODITIES, 1905—Concluded.

Article.	Unit.	Retail price in—						
		Adjuntas, Estab. No. 1 (May and June).	Aguirre, Estab. No. 2 (May).	Carolina, Estab. No. 3 (Jan. to May).	Ponce, Estab. No. 4 (Jan. to May).	Ponce, Estab. No. 5 (Jan. to Apr.).	Ponce, Estab. No. 6 (Jan. to Apr.).	San Juan, Estab. No. 7 (Jan. to Mar.).
Kerosene oil, S. O. Co., second grade.	Gallon.....		\$0.22					
Kerosene oil, S. O. Co., third grade.	Gallon.....		.20					
METALS AND IMPLEMENTS.								
Nails, wire, American.....	Pound.....						\$0.05	
Plows, No. 4, Hall's patent.	Plow.....						30.00	
LUMBER AND BUILDING MATERIAL.								
Spruce, boards, Canadian.	M ft.....				\$25.00			
White pine, boards, American.	M ft.....				24.00			
Yellow pine, boards and plank, American.	Foot.....				.03			
FURNITURE AND UTENSILS.								
Coffee pots, tin and enameled, American.	1 coffee pot.....		30 to .35					
Dippers, enameled, English, pints.	1 dipper.....		.18					
Sewing machines, hand, Singer (cash).	1 machine.....					\$20.70		
Sewing machines, hand, Singer (installment).	1 machine.....					24.30		
Sewing machines, Singer No. 28, 1 drawer (cash).	1 machine.....					30.60		
Sewing machines, Singer No. 28, 1 drawer (installment).	1 machine.....					39.60		
MISCELLANEOUS.								
Soap, Babbitt's Best.....	Cake.....							\$0.05
Soap, Fairbanks' Blue Cloud, American.	Pound.....			\$0.06				
Soap, Ivory, large size.....	Cake.....							.10
Soap, Spanish, long bars.	Pound.....			.06				
Soap, washing, American.	Pound.....		.06					
Soap, toilet, scented or unscented, American, best.	Cake.....					.25		
Soap, toilet, scented or unscented, American, cheap grade.	Cake.....					.05		
Starch, American.....	Pound.....		.05					

Retail prices of a series of commodities in the city of Ponce during the years 1898 to 1905, inclusive, are given in the following table. The prices are in American currency throughout the entire period.

RETAIL PRICES OF COMMODITIES IN PONCE, 1898 TO 1905.

Article.	Unit.	Price during—							1905 (Jan. to Apr.).
		1898 (Sept. to Dec.).	1899.	1900.	1901.	1902.	1903.	1904.	
CLOTHS AND CLOTHING.									
Calico, American, best.....	Yard.....	\$0.10	\$0.10	a \$0.10 ^a	\$0.11	\$0.11	\$0.11	\$0.11	\$0.11
Calico, American, cheap grade	Yard.....	.04	.04	b .04 ^b	.05	.05	.05	.05	.05
Cotton duck, American, best.	Yard.....	.30	.30	c .23 ^c	.20	.20	.20	.20	.20
Cotton duck, American, cheap grade.	Yard.....	.12	.12	d .10 ^d	.10	.10	.10	.10	.10
Cotton thread, Clark's 150-yd. spool.	Spool.....	.04	.04	.04	.04	.04	.04	.04	.04
Ginghams, A. F. C., American.	Yard.....	.10	.10	.10	.10	.10	.10	.10	.10
Ginghams, Everett, American.	Yard.....	.08	.08	.08	.08	.08	.08	.08	.08
Lawns, National, American...	Yard.....	.06	.06	.06	.06	.06	.06	.06	.05
Shirtings, 27 in., American...	Yard.....	e .07 ^e	.07	f .06 ^f	.06	.06	.06	.05 ^g	.05
Shirtings, white, Fruit of the Loom, American.	Yard.....	.12	.12	d .10 ^d	.10	.10	.10	.10	.10
Shirtings, white, American, cheap grade.	Yard.....	.04	.04	.05	.05	.05	.05	.05	.05
Shoes, men's, American, best.	Pair.....	3.50	3.50	g 3.16 ^g	3.00	3.00	3.00	3.00	3.00
Shoes, men's, American, cheap grade.	Pair.....	1.50	1.50	h 1.33 ^h	1.25	1.25	1.25	1.25	1.25
Shoes, women's, American, best.	Pair.....	3.50	3.50	g 3.16 ^g	3.00	3.00	3.00	3.00	3.00
Shoes, women's, American, cheap grade.	Pair.....	1.50	1.50	h 1.33 ^h	1.25	1.25	1.25	1.25	1.25
Socks, men's, American, best.	Pair.....	.50	.50	i .33 ⁱ	.25	.25	.25	.25	.25
Socks, men's, American, cheap grade.	Pair.....	.15	.15	j .11 ^j	.10	.10	.10	.10	.10
Stockings, women's, American, best.	Pair.....	.50	.50	i .33 ⁱ	.25	.25	.25	.25	.25
Stockings, women's, American, cheap grade.	Pair.....	.15	.15	j .11 ^j	.10	.10	.10	.10	.10
FURNITURE AND UTENSILS.									
Sewing machines, hand, Singer (cash).	1 machine..	.....	.....	.....	.....	.....	20.70	20.70	20.70
Sewing machines, hand, Singer (installment).	1 machine..	.....	.....	.....	.....	.....	24.30	24.30	24.30
Sewing machines, Singer No. 28, 1 drawer (cash).	1 machine..	.....	.....	.....	.....	.....	30.60	30.60	30.60
Sewing machines, Singer No. 28, 1 drawer (installment).	1 machine..	.....	.....	.....	.....	.....	39.60	39.60	39.60
MISCELLANEOUS.									
Soap, toilet, scented or unscented, American, best.	Cake.....	.30	.30	k .26 ^k	.25	.25	.25	.25	.25
Soap, toilet, scented or unscented, American, cheap grade.	Cake.....	.06	.06	l .05 ^l	.05	.05	.05	.05	.05
METALS AND IMPLEMENTS.									
Plows, No. 4, Hall's patent...	1 plow.....	m 24.00 ^m	24.00	26.00	30.00	30.00	30.00	30.00	30.00

a Price changed from 10 to 11 cents in May.

b Price changed from 4 to 5 cents in May.

c Price changed from 30 to 20 cents in May, import duty reduced.

d Price changed from 12 to 10 cents in May, import duty reduced.

e April to December.

f Price changed from 7 to 6 cents in May, import duty reduced.

g Price changed from \$3.50 to \$3.00 in May, import duty reduced.

h Price changed from \$1.50 to \$1.25 in May, import duty reduced.

i Price changed from 50 to 25 cents in May, import duty reduced.

j Price changed from 15 to 10 cents in May, import duty reduced.

k Price changed from 30 to 25 cents in May, import duty reduced.

l Price changed from 6 to 5 cents in May, import duty reduced.

HOUSING CONDITIONS.

The housing conditions in the rural districts of Porto Rico are extremely primitive. There is no necessity for the house to be warmed, since the temperature, except in the higher altitudes, is never sufficiently low to cause discomfort. The houses of the majority of rural workers are merely a framework of poles, covered with the bark of palm trees and with dried leaves, and thatched with palm leaves or a tough grass which is found all over the island. These houses are sometimes built on the ground, but more frequently they have a board floor made of palm. This floor is raised from the ground so as to permit the rain water to flow under the house, and often the house is built on a slight incline. The house invariably is one story in height, and usually consists of one large room, varying from about 10 to 20 feet square. This room, especially if it is large, is sometimes divided by a partition into two freely communicating rooms. Even where there is a partition, there is, as a rule, no division of the sexes, since in such cases all the family live, and often work, in one of these rooms during the day and sleep in the other at night. The influence of these conditions upon the sexual impulses of adolescent children is not favorable.

Despite their flimsy appearance these houses are fairly firm and have sufficiently resistant qualities for the ordinary purposes of shelter. In many parts of the island the houses are grouped in little clusters, but in other places they are isolated and found on every hilltop. The Porto Rican on the coast appears to be quite gregarious, and in this region one finds many hamlets throughout the entire territory. In the wider areas on the uplands the huts of the peons are scattered everywhere, and many are located in places difficult of access and are separated so far from one another that social intercourse, coordinated labor, and the procuring of medical assistance are extremely difficult.

During the hurricane of 1899 many of these huts upon the mountain sides were swept away as though they were bits of wood, but for the ordinary contingencies of the climate they appear to do fairly well. There are usually a door and a window and sometimes a small communicating shed in the rear in which is done the family cooking.

To the average agricultural worker, his house costs nothing. Many receive their huts free so long as they work, and in some cases they are permitted to cultivate a small plot of ground, sometimes free and at other times on shares. Where free huts are not granted the peon is usually permitted to construct a hut on the land of the proprietor, although this is becoming somewhat less general. Practically all the hut owners are squatters and few hold legal title to the lands they occupy. The land costs nothing and the hut is put up by the labor

of the peon. The materials also cost nothing, since the peon is usually allowed to cut down the trees which are necessary. Probably the entire cost of constructing a hut under these conditions is from \$10 to \$20 or \$30 worth of labor, and, on the assumption of a rent of 20 per cent of the real value, the annual cost of the unfurnished house could not be estimated at more than \$6 per year.

The furnishing of the house is equally simple. A hammock is indispensable and there are as a rule a bench or two, a few pots or jars, but usually no chairs and no bed. The clothes are hung upon nails, and there is no such thing as a bureau or washstand. There are also no tables and no carpet or matting. The benches are often nothing but a solid log upon which the people sit. It may be stated as a rule that the cost of all the articles in an ordinary peon's hut is not above \$10.

Practically the only decoration ever seen consists of the colored lithographs of American advertisers, sometimes in Spanish, but usually in English. In one room visited the decoration consisted of 50 or 60 copies of a small colored lithograph issued by an American manufacturer of soap.

One of the greatest advances which could be made in the standard of living of the Porto Rican workingman would be the improvement of his house and his clothing. It would be of great advantage to have the house made larger and with more rooms and it would be equally advantageous to have certain articles of household furniture. Some small progress has been made along these lines, but as yet the standard of living is extremely low. The Porto Rican, in so far as his house goes, lives as his ancestors did 300 years ago.

In the cities the housing conditions are probably worse upon the whole than they are in the country. The inhabitants of the country have at least the advantage of fresh air. In view of the aversion of the average Porto Rican peon to currents of air, and especially the night air, the lack of completeness with which his house shuts out the air is perhaps a blessing in disguise.

San Juan, with a population of 35,000, suffers from natural conditions not dissimilar to those in New York. The city is built on a small island and its topographical limitations have in the past encouraged an excessive crowding. The great mass of the population live in close proximity to their work, with the consequence that the crowding is more intense than would otherwise be the case.

The housing conditions in the worst section of San Juan are almost indescribably bad. While a considerable reform has been effected since the American occupation, especially in the matter of sanitation, the conditions even now are extremely evil, and in some respects worse than in the worst habitations in our American cities. In a number of houses, which were visited in the course of this investiga-

tion, it was noticed that habitations which had originally been intended for two or three families had subsequently been converted into rude tenement houses. The available space was poorly utilized, the halls being wide, the buildings low, and much expensive ground partially wasted. Nevertheless, these houses, by reason of exorbitant rents, which have increased greatly during the last six or seven years, bring in as much as \$200 or even \$300 a month, and this money is usually sent to Spain, where as a rule the absentee landlord resides.

It is not unusual for four, five, or six people to live in a single room. The custom is one family in a room, irrespective of the size of the family or of the room. Many of the rooms have uneven brick floors and whitewashed brick walls. Many of the rooms visited were extremely damp and very dark with no windows whatever, and no ventilation, except through the open door. The rooms of these houses open upon courts, which are often thronged with men, women, and children. Much of the washing, both for the family and outsiders, is done in the courts. In many of the courts dogs and chickens are in evidence, and despite the efforts of the sanitary inspector to maintain a state of cleanliness, the courts are dirty and have a bad odor.

In many houses in the poorer quarters there is insufficient water-closet accommodations, although in this respect the conditions have greatly improved since the American occupation. Some of the houses are crowded from roof to foundation; thus there can be no sufficient separation of the sexes, the most intimate of domestic relations being necessarily carried on in the view of the entire population of the room. While the population of these houses per square foot of area is very much less than in many a New York six-story tenement, and while the air space per inhabitant is often greater in the San Juan dwelling than in that of New York City, the housing conditions of the poorest people in Porto Rico appear to be almost, if not quite, as bad in respect to light, air, crowding, and sanitary conditions as the worst conditions in the city of New York.

In many of the houses which are excessively crowded on the ground floor, the upper stories are far more habitable. In a number of cases a dozen families live on the ground floor, and a single family on the floor above. The higher floors are more aristocratic and bring higher rents. The conditions in this respect are similar to those of some of the continental cities. The mild climate of Porto Rico renders the overcrowding more bearable than it would be in an American city. Many of the people sleep in their houses but spend their waking hours outside. The rooms are often vacant while the streets and the open courts, or *patios*, are thronged. Some domestic operations are carried on in the rooms, but even more are done in the courts. While

most of the workingmen of San Juan wear shoes on the street, their wives and they themselves are barefooted or wear loose slippers in the open courts and in their houses.

As a result of improved sanitary inspection, the healthfulness of the houses in the cities has been increased. The obligation to put in water-closets and the establishment of an adequate system of sewers has led to the banishment of yellow fever and to the removal of conditions which under Spanish times were almost intolerable. An important reform which has been instituted by the Americans has been the abolition of cisterns. These cisterns collected rain water and were sometimes made receptacles for refuse and garbage. The cisterns have been closed by an order of the local board of health.

Rents in Porto Rico have risen even more rapidly than accommodations have improved. The Porto Rican workingman, as well as the man of greater means, is now obliged to pay a higher rent in American money than he paid in 1898 in provincial money. At the time of the change of the currency the same rents, or almost the same rents, were exacted in American money as were formerly obtained in provincial money, and since that time there has been an advance which has been variously estimated at from 10 to 25 per cent. In other words, the man who formerly paid \$4 a month for his room in provincial money (valued at \$2.40 gold) is now obliged to pay from \$4.50 to \$5 in American money. As far as the single item of house rent is concerned, the price in San Juan seems to have mounted more rapidly than wages.

While further improvement may not improbably be anticipated in the housing conditions of San Juan and other Porto Rican cities, it is not to be anticipated that such progress will be rapid or easy. There is a tenacious opposition on the part of the landlords to any considerable improvement in the conditions, since improvements cost money. The landlords, residing as a rule in foreign countries, have no interest in their houses other than securing a high rent, and the tenants themselves, while dissatisfied with present conditions, are not clamorous for any sanitary improvements that will involve more care or cleanliness on their part. The topographical peculiarities of San Juan will tend to continue for some time the overcrowded conditions.

An excellent line of trolley cars now runs from the city to the suburbs, but a 5-cent fare is a large element in the calculation of a worker earning only 50 or 75 cents a day. Therefore it will probably be some time before the poorer classes of the city population will be able to escape from their crowded quarters.

SANITARY CONDITIONS.

Porto Rico is naturally one of the most healthful of all countries in the torrid zone. "Its whole contour is so interspersed with hill and dale, mountain stream, and playa that the copious rains which freshen the atmosphere every month in the year at the same time cleanse the surface of the earth from all impurities."^a Yet at the time of the American occupation the sanitary conditions in Porto Rico were extremely bad. Nothing had been done to utilize the natural advantages. The water supply was bad. Most of the country people drank the river water as it flowed in its natural channels, and many of these streams, according to the testimony of Dr. William Fawcett Smith, were used "not only as public laundries, but as common sewers for the surrounding country." The wells in the cities and towns were not unusually found in the courtyards and quite frequently in close proximity to the cesspools. The cisterns from which 55,093 houses drew their water supply were polluted in this manner, as well as by the filth which accumulated on the roofs of the houses. Except in the cities of Ponce, San Juan, and Mayaguez, there were no waterworks or aqueducts in any of the towns, and even in these cities the waterworks were in extremely poor condition.

Another cause leading to a considerable amount of sickness was the former customs observed in the burial of the dead. Owing to there being insufficient provision for the interment of the dead, the cemeteries were greatly crowded. Burials were conducted in an insanitary manner, and huge piles of human skulls and bones were heaped up in public view. The military government caused new cemeteries to be opened and gave to the municipalities the power to condemn land for this purpose. Branch cemeteries were established in remote districts, and acts were passed by the insular legislative assembly permitting free burial to the poor. As a consequence, considerable improvement has been effected in this direction.

Much of the disease, and especially the anemia, in Porto Rico is due to these insanitary conditions, which are an unwelcome heritage from Spanish administration. The unhealthy conditions are not confined to the cities alone, by reason of the fact that the conditions under which the rural population live are insanitary and that the isolated dwellings of the Porto Rican peasants do not encourage advanced sanitation.

In 1899, at the time of the taking of the census, 54 per cent of all the dwellings in Porto Rico secured their drinking water from running streams, many of which were polluted by the disposition of excreta and other filth. Thirty-five per cent of the dwellings obtained their water

^aFirst Annual Report of the Governor of Porto Rico. Washington, 1901, pages 32 and 33.

from cisterns constructed for the collection of rain water, and which in many cases were the receptacles for garbage and refuse. Only 6 per cent of the dwellings, mostly in the cities of Ponce and Mayaguez, were supplied with water from aqueducts, while only 5 per cent of all houses secured their water from springs or wells.

More serious even than the question of the source of the drinking water is that of the disposition of excreta in Porto Rican houses. In 1899, 76 per cent of all the dwellings in Porto Rico had no form whatever of water-closet or privy. No provision at all was made for the disposition of excreta, the demands of nature being fulfilled in the fields or in the gardens near the houses. Of those dwellings which had any provision whatsoever for the disposition of excreta, constituting less than one-fourth of the whole number, 96.7 per cent had an extremely archaic method in the form of the so-called *pozo*.^(a)

Less than 1 per cent of all the dwellings could be said to have a water-closet or any other form of receptacle for excreta intended to destroy the foul odors. Only 1,181 out of a total of 158,305 dwellings had a water-closet or *inodoro*. This number has largely increased, however, since the American occupation.^(b)

One of the most important of all the factors influencing the condition of the laboring classes of the island is the disease of anemia. This disease, which mainly attacks the poor of the island, more, perhaps, than any other single factor, impairs the industrial efficiency of the great mass of Porto Rican laborers. It affects the vast majority of the inhabitants of the rural districts of Porto Rico and contributes seriously to the sickness, weakness, and poverty of the laboring population.

This disease, which was formerly attributed solely to bad and insufficient food, to hardship, and to the unpropitious character of the climate, is now known to be caused by parasitic worms called "uncinaria." The worm, which is usually called the "hook worm," on account of its hook-like appearance, is about one-third of an inch in length and is developed through a larva from an ovum. This ovum, when deposited on the earth, is hatched out under favorable circumstances of heat, shade, and humidity in about twenty-four hours. The worm, however, is never hatched out within the body of man. As a consequence there can be fortunately no reproduction or multiplication of hook worms within the body, and the number of worms in an infected person can be increased only by reinfection.

This worm, which is found in, probably, over one-half of the entire population of the island, attacks the red corpuscles of the blood.

^a There is no exact English equivalent for the word *pozo*, which includes all receptacles for excreta, except those which are intended to diminish or entirely destroy foul odors rising from it. The nearest word in English would probably be privy.

^b Of the entire number of dwellings, almost 1 per cent are returned without any specification as to the method employed in connection with the disposing of excreta.

Whether it enters the body by the mouth, or, as is more usual, through the skin, it makes its way to the intestines and attacks there the blood in the capillaries. The resulting disease is a profound anemia and a degeneration of the vital organs of the body, resulting in a chronic invalidism and frequently in death.

This disease gives to the population, and especially the poorer or laboring population of the island, its specific appearance. According to the Report of the Commission for the Study and Treatment of Anemia in Porto Rico, less than 10 per cent of the rural inhabitants of the island are entirely free from this disease. Even in light cases, where only a few worms are present in the intestines, the color of the skin changes. In the case of whites there is, in such cases, often a slight pallor, and in mulattoes a pastiness of appearance. The appetite becomes irregular, shortness of breath results, the muscles become flabby and weak, and chronic indisposition to work results. Severe headache, dizziness, and an occasional palpitation of the heart also mark the incipient stage of the disease. In the moderate cases of the disease, which may be said to be the prevailing type in Porto Rico, the effects are much more apparent. In these cases there is a considerable pallor, the skin becomes dry, sweating insufficient and irregular, and the mucous membranes become pale. The appetite is exaggerated or perverted. There is nausea, vomiting, coating of the tongue, abdominal pains, breathlessness, palpitation of the heart, rapid and weak pulsation, pain in the chest, dizziness, weakness in the knees and legs, noises in the ear, and frequent headache. The patient becomes dull and depressed and loses all ambition. The muscles become flabby and weak, and the persons so affected find it extremely difficult to work. In marked cases the pallor is extreme, and all the symptoms of the moderate cases are frightfully exaggerated. The patient is extremely dull, anxious, and melancholy. The muscles are flabby, sore, and painful, and the weakness is such that work is entirely impossible. In children and young persons the disease retards both the mental and physical growth and delays puberty. The disease in mothers leads to frequent deaths from childbirth and results often in the birth of weak and rachitic children.

The vast extent of this disease in Porto Rico is due to the ease with which the inhabitants, and especially the poor ones, are infected. The disease is carried entirely by the larva of the worm, which leaves the body in the feces, and enters it again either by ingestion through the mouth or by penetration of the skin. It was formerly supposed that infection by penetration of the skin was impossible, but it has now been well established by a series of experiments and observations that such infection is possible. In Porto Rico practically all of the infection appears to result in this way. The great majority of the sufferers are those who can not afford to wear shoes, and are not

accustomed to them, and most of the cases occur during the rainy season when the ground is wet or damp and when acute exacerbations of the skin occur. An enormous number of persons contracted this disease during the period immediately following the cyclone, when thousands were exposed to unusual privations. The peon attributes the anemia to dampness of the soil, and persons who ordinarily wear shoes frequently trace it to a time when they were, perhaps, paddling about on the banks of a stream while taking a bath.

Since the vast majority of Porto Ricans suffering from anemia belong to the poorer classes, the proportion of persons affected is larger among the workers than in any other class. The disease is largely, if not entirely, rural, the infection being slight in the city. Poor food, insanitary conditions, an ill-balanced diet, the humidity of the climate, and a generally weak condition are, perhaps, all contributing causes, in so far as they lessen the resisting power of the body. The most exposed of all laborers in the island are the coffee pickers and other workers on the coffee estates. These men, like most rural workers, labor barefooted and in the most heavily infected districts, principally in the rainy season, when all the conditions are propitious for infection. In the sugar plantations there is much less infection, but many sugar workers are infected in banana groves, and a large number of infections are contracted while washing clothes, which is usually done upon the banks of streams.

Anemia, or, as it is called, *uncinariasis*, is preeminently "a filth disease." The infection of the soil by the evacuation of the bowels is indicative of the personal habits of the rural worker in Porto Rico. Almost all of the patients examined and cured by the anemia commission were accustomed in their homes to deposit their feces in the open country, considerably over five-sixths of all persons examined having no privies whatever.

It is impossible to exaggerate the effect of the habit of going about barefooted in Porto Rico, because nearly all the cases of anemia can be traced to this habit. Since the worms do not propagate within the body, their numbers tend to decrease through accident or natural death of the parasites when the patient is removed from the source of infection, as, for instance, when he goes to the city to live. In the rural districts of Porto Rico, however, the custom of going barefooted tends to reinfect patients continually. Persons who have once been cured of anemia contract the disease again. The disease, moreover, is one which requires cleanliness on the part of the patient, as well as of the whole community in which he lives. To escape reinfection, therefore, the habits of the people in defecation must be altered.

Anemia in Porto Rico attacks persons of all ages. The greatest amount of sickness appears to occur between the ages of 10 and 30, but cases occur in infancy and in extreme old age.

The economic importance of the disease can not be overestimated. While women, owing to their being less exposed, are somewhat less subject to it than are the men, and while full-blooded negroes appear to have a partial immunity from its worst forms, the disease is so widespread as to be considered practically universal. The statement of the anemia commission that 90 per cent of the rural population is more or less affected is, at best, an estimate, but there can be no doubt as to the widespread character of the infection. The disease accounts in large measure for the well-known indolence of many of the Porto Rican peasants and for their improvidence and thoughtlessness of the future.

The feeling of hopelessness which the disease inspires is heightened in many cases by the isolation of the peon, and by the practical impossibility of his being reached by medical aid. His weakness is increased by the poor character of his food, and the weakness arising from anemia tends to discourage any effort to earn more or to live better. The disease becomes such a curse, and has resulted in so large a percentage of all the deaths in the country that "it is known by the *jibaro* as '*la muerte natural*' (the natural death)." According to the commission, the number of deaths from anemia is even much larger than official reports indicate, and it goes so far as to state that "our own estimate of it is that it causes about 30 per cent of all deaths." The commission concludes by saying: "So, until a determined effort to educate, direct, coax, or compel the use of some form of latrine, and a general intelligent crusade is begun, in which the infected are treated, uncinariasis, or 'anemia,' as it is popularly known, *will continue to reduce the white and mixed inhabitants forming the country class of the island to a lower and lower grade, mentally, morally, and physically, until the very existence of the class will be threatened.*"^a

The worst feature of anemia is not that it causes so large a number of deaths, but that it so thoroughly incapacitates the sufferer and so completely destroys the qualities necessary to industrial success. The disease of the father, even if not directly conveyed to the wife and children, as is usual and probable, affects them indirectly in the resulting incapacity and inefficiency of the principal breadwinner of the family. The disease thus extends both directly and through its indirect effects to ever-widening circles, and affects fundamentally and disastrously the welfare of the entire laboring population.

The importance of the scourge of anemia has now become apparent to all in Porto Rico. The complaint about the laziness of the working population becomes less reasonable when it is realized that this population is sick, and it is now recognized that to secure better and more efficient workmen the population must be cured of this enfeebling disease. "In order to get better food, people have to

^a Report on Anemia in Porto Rico, p. 88. The italics are from the report.

work for it, and these people are not usually capable of such labor in their present condition." (^a)

The first steps toward doing away with this scourge were taken in 1904, when the legislative assembly of Porto Rico passed a bill providing for an appropriation of \$5,000 for the study and treatment of anemia. The commission appointed in conformity with this law consisted of Dr. Bailey K. Ashford, Dr. W. W. King, and Dr. Pedro Gutierrez Igaravidez. The treatment of patients was carried on in Bayamon and in Utuado, and was continued until August 5, 1904. During the present year the commission is continuing its work at Aibonito, having been enabled to do so by the appropriation of \$15,000 by the Porto Rican Government.

The method of treating the disease consists of the curing of existing cases and the preventing of the pollution of the soil. Every person harboring a parasite is a focus of infection, and it therefore becomes essential to cure all existing cases. The treatment consists of an expulsion of the worms by thymol or other drugs. The treatment usually takes about 5 or 6 weeks.

To cure all existing cases, however, a much greater force will be required than that provided by the commission. The absence of satisfactory municipal hospitals and the poverty of the cities make this impossible; and to even approach the gigantic task of curing what is almost the entire rural population would require a national organization with a large number of able physicians in a number of centers scattered all over the island. So great is the desire of the sufferers from anemia to be cured that many of them walk to the place where they may be treated, dragging themselves slowly for 8 or 10 hours, leaving their homes one evening and arriving at the temporary hospital the next morning.

The prevention of soil pollution is necessary to any permanent eradication of the disease. So long as the soil remains polluted with eggs and larvæ no cures can be considered final. Any attempt at chemical disinfection of the soil is of course out of the question, and the only means of curing the people and thereby increasing the industrial efficiency of the great mass of rural workers is by teaching them habits of personal cleanliness with regard to the disposition of their feces. Some work of this nature, viz, in the direction of the construction of water-closets of however primitive a nature, has already been attempted by the anemia commission with success, and many small villages now have numerous latrines, where two years before these were unknown. The institution of latrines could be encouraged and the people could be taught habits of cleanliness in the disposition of their excreta, both at home and on the plantation, by talks to the people, by teaching cleanliness to the children in the

^a Report on Anemia in Porto Rico, p. 88.

schools, by personal activity on the part of the owners of plantations, and by means of leaflets and pamphlets written in plain, simple language, and describing how the disease is propagated.^a Whether or not the time is yet ripe for a law compelling the building of latrines and making carelessness or uncleanness in the disposition of excreta a misdemeanor is perhaps a question, but sooner or later the people must be induced or compelled to put an end to the disease by increasing their personal cleanliness.

The effect upon the conditions of the laboring classes of Porto Rico of completely obliterating the disease of anemia would be almost incalculable. Many persons who are now too sick and weak to work would then be enabled to do so, and the industrial efficiency, as it is affected by the muscular strength, the nervous energy, the physical endurance, and the intelligent direction of work of the people would be vastly increased. An energetic movement with a view to the obliteration of the disease is probably the greatest single step which can be taken at the present time toward improving the industrial efficiency of the laboring classes of Porto Rico.

EDUCATIONAL OPPORTUNITIES OF THE PORTO RICAN WORKMAN.

The industrial capacity of the Porto Rican workman is to a certain extent influenced by and reflected in his education. The system of public instruction during Spanish days was antiquated, and in many respects inefficient and insufficient. The general administration of the schools was in the hands of the provincial authorities, and just prior to the American invasion the administration was by a bureau of the department of the interior. The expenses of the administration were provided by the provincial budget, but the principal expenses—the lighting of the buildings, the remuneration of the teachers, and the cost of school supplies—were met by the impoverished municipalities. The schools were seldom in buildings used alone for educational purposes, but were to be found usually in rented rooms with inadequate space, light, and ventilation, and with insufficient furniture, school appliances, and supplies. The schools were poor in the cities and poorer in the rural districts. The children of the working classes seldom attended before the age of 8, and in many cases, owing to their inability to secure decent clothes, did not attend at all. The teachers were very poorly paid, and under the Spanish

^a Such a pamphlet has already been issued by the anemia commission, but the great majority of patients are, of course, unable to read it. The pamphlet is called *La Anemia de Puerto Rico. Su causa y modos de evitarla*. San Juan, Puerto Rico, 1905. This little pamphlet, containing about 1,200 words, is written in an extremely clear manner, and has been as widely distributed as the literacy of patients has permitted.

system received fees from the children of well-to-do parents. Pupils from poor families were, therefore, often neglected entirely, in order that the teacher might give his whole attention to those who paid him for his services. It was believed that about 25,000 or 26,000 pupils were enrolled in the public and private schools of Porto Rico at the close of the period of Spanish dominion. Of these almost two-thirds were boys.

As a result of these conditions the percentage of illiteracy is very great. According to the census of 1860 only 51,259 persons, or less than 9 per cent, out of a total of 583,181, including children under 10 years of age, were literate. At the census of 1899 this condition had somewhat improved. In that year, of the population 10 years or over 22.7 per cent were literate.

The extent of illiteracy is very much greater in the country than in the urban districts. The isolated situation of the Porto Rican peon renders his education difficult, and the care and attention given to rural schools has always been much less than that given in the cities. We thus find that while the percentage of literates of the age of 10 or over was only 22.7 per cent for the whole island, and as low as 10 to 12 per cent in a number of country districts, the percentage was as high as 55.5 per cent in the city of Ponce, 61.3 per cent in the city of Mayaguez, and 63.7 per cent in San Juan.

The literacy is less for the interior than for the coast districts, owing no doubt in large part to the greater concentration of population in the latter regions. The percentage of literates of the age of 10 or over was 17.3 per cent for 29 inland districts and 20.5 per cent for 37 coast districts, the three containing large cities being excluded. This higher percentage of literacy in the coast districts prevails despite the fact that these coast districts have a 7.5 per cent higher percentage of colored persons than the interior, and these colored persons have a considerably higher percentage of illiteracy. Of every 1,000 whites of the age of 10 or over 271 were able to read, while of every 1,000 colored persons of the age of 10 or over only 156 could read. The illiteracy, therefore, of the whites on the uplands is much greater than the illiteracy of the negroes or of the mixed population of the uplands and is much greater than the illiteracy of the same population on the coast.

As in most other backward countries, the percentage of illiteracy was much greater among females than among males. Of every 1,000 Porto Rican females of the age of 10 or over only 199 could read, while of every 1,000 males of the same age 257 could read.

The small foreign-born white population of Porto Rico was largely literate, 87.5 per cent of the foreign-born whites of the age of 10 or over being able to read.

Since the American occupation a very considerable advance has been made in the development of education. The number of schools has been increased, the organization has been bettered, the equipment of the schools and the training of the teachers improved, and a more or less regular and reasonable system of promotion has taken the place of the former system of favoritism existing upon the island. Some of this advance was made by the military government, which improved the position of the teacher and the equipment of the school-room, but the greater part has been achieved under the civil administration of the island.

This improvement was rendered possible by the devotion to the purposes of education of a large part of the round \$2,000,000 contributed by the American Government from duties collected upon Porto Rican products. By the end of the first school year after the establishment of the civil administration in Porto Rico the number of schools upon the island had increased to 800, as compared with 500 in Spanish times. For the maintenance of these schools an annual expenditure of \$500,000 was necessary. By the next year 1,000 schools, necessitating the annual expenditure of \$600,000, were in operation, and 1,200 schools, involving an annual expenditure of \$700,000, were in operation at the beginning of the school year 1903-4. Under present fiscal arrangements, the maximum expenditure for schools appears to have been reached.

The result of this increased expenditure of money and of this improvement in the organization of the system has been reflected in an increased attendance. There were in operation on June 30, 1904, 1,113 common schools and 51 special schools. In common schools were included all graded and rural schools, and by special schools were meant high schools, industrial schools, night schools, agricultural schools, and kindergartens. The number of teachers employed in the common schools during the year 1904 was 1,204, of whom 743 were males and 461 were females; 1,075 were whites and 129 were colored. While the colored population formed 38.2 per cent of the entire population of the island, the enrollment of colored pupils was only 25.9 per cent of the entire enrollment. There were 61 teachers employed in the special schools; making a total of 1,265 teachers in all the schools, of whom 139 were Americans. Of these latter, 47, or approximately a third, were men.

The enrollment of pupils in all the schools, including both common and special schools, and including reenrollments or duplicates, was 63,556; of these, 47,089 were whites, and 16,467 were colored. The number of boys exceeded the number of girls, 37,394 pupils being males and 26,162 being females. The total number of different pupils actually enrolled, deducting duplicates, was 61,168.

The average daily attendance of these schools during the year was

41,798, the average enrollment per school was 58, and the average attendance 38. The school year consisted of 35 weeks of 5 days each, making a total, excluding legal holidays, of 170 days.

Upon the basis of an increase of population since 1899, at the same annual rate as the increase from 1883 to 1899, the population of Porto Rico on June 30, 1904, according to the estimate of the Commissioner of Education, was 1,012,775, and the total school population between the ages of 5 and 18 was 393,786. Upon this basis the entire number of pupils enrolled in the public schools was only 6.3 per cent of the entire estimated population and only 16.1 per cent of the entire estimated school population, while the daily attendance was only 4.1 per cent of the entire population and 10.6 per cent of the estimated school population. This number must be increased by the number of children enrolled in the private schools of the island, but as the total number of pupils so enrolled amounted to only 4,841, the inclusion of these pupils does not seriously affect the result. The children enrolled in private schools formed only 0.5 per cent of the estimated total population in 1904 and only 1.2 per cent of the estimated school population for that year. It may thus be seen that only 6.8 per cent of the entire estimated population and only 17.4 per cent of the entire estimated school population was enrolled in the public and private schools, while the percentage of attendance for both amounted probably to about 4.4 per cent and 11.3 per cent respectively. In other words, only a trifle over one-sixth of all the children between the ages of 5 and 18 were enrolled in any school, either public or private, common or special, in the island of Porto Rico, while the average attendance was equivalent to a regular attendance of only one-ninth of the boys and girls of the island during the year 1904.^(a)

It may be seen from the above summary that, while great improvement has been made in the school system over the conditions that prevailed prior to the American occupation, very much still remains to be done. Even at the present time only 1 boy or girl out of 6 is enrolled in school. Most of the pupils are to be found in the less advanced classes. The great majority, especially in the rural schools, leave after one, two, or three years, and the percentage of pupils in the sixth, seventh, and eighth years is, therefore, extremely small. One of the main causes of this early leaving of

^a The salaries of the teachers are fixed by law, and during the year 1904-5 were as follows: For rural teachers, \$30 and \$25 per month; for graded teachers and teachers of English, \$50 and \$45 per month, and for principal teachers, \$75 and \$70 per month. To these were added allowances for house rent, which for rural teachers were never less than \$3 nor more than \$8 per month, and for graded, principal, and special teachers were never less than \$10 and never more than \$15 a month. There is provision made, however, for the hiring of special teachers by special contract.

the school is the widespread poverty, and the desire and necessity of the parents to avail themselves of the services and the earnings of their children. But even if all the children were able to attend, it would not be possible for them to do so, since the seating capacity of the schools is still inadequate to even the present needs of the population.

It is essential to the industrial advance of Porto Rico that the children be accorded an education. While the advance made since the American invasion has been very rapid as compared with the progress in Spanish times, it has not been sufficient to meet the necessities of the case. Unless the rate at which schools are opened and equipped is rapidly increased it will be many years before the majority of the inhabitants of Porto Rico are able even to read and write. The problem of educating the people in at least the rudiments of learning is facilitated by the density of the population in the greater part of the island, by the smallness of the area, by the universality of the dominant Spanish language, and by the common origin and traditions of the population. On the other hand, the educational problem is rendered more difficult by the wide dispersion of the inhabitants of the mountainous districts, and by the separation and difference in ideals and ideas between the population to be taught and of the Americans who dominate the school system.

At the present moment there appears to be a marked lessening of the rate at which school facilities are being extended to the Porto Rican population, and especially to the large number of laborers in the island. This has resulted partly from the exhaustion of the special fund of about \$2,000,000, which had been set aside for the purposes of public improvement and of education. The revenues of the country have not in the past been sufficient to defray the ordinary expenses of the Government plus the considerable expenditures for public works and education, and the rate at which the revenue has increased has by no means been sufficient to make up for the exhaustion of the special fund. The expenditures for education constitute a very large percentage of the gross revenues of the island, and it is claimed that this percentage can not be increased without increasing the revenues, and further that the increase in revenue must be made up not from increased taxation but from an insular loan. On the other hand, if any great number of the boys and girls of Porto Rico are to receive even a rudimentary education, it will be essential that the appropriations be largely increased. A former commissioner of education ^(a) declared, in 1904, that in addition to the outlay of \$700,000 a year, there would be necessary an additional appropriation of from \$1,000,000 to \$3,000,000 a year, even

^a Dr. Samuel McCune Lindsay. See Report of the Commissioner of Education for Porto Rico, 1904, page 34.

with the most economical administration, to insure the education of the children. This money, it was recognized, could not be obtained by increased taxation, but must be secured in the form of a public loan.

In the discussion of the laboring conditions in Porto Rico it is as essential to understand the currents of opinion as to realize the economic and political conditions which form their basis. The reproduction of such opinions is of course more difficult and more liable to error than is the statement of facts which may be capable of statistical or other demonstration. It is important to know that in certain sections an opinion is making itself felt that the education of the Porto Rican workingman is not essential, or even important. It is argued that it is the destiny of the island to be exploited, as it has been in the past, by outside capitalists, and that the condition to be foreseen is that of a large, densely-settled, low-grade, unskilled, ignorant, native population without real self government.

It is argued also that, given a population doomed to ordinary unskilled agricultural labor, it is unwise and even impossible to educate the children. It is claimed that two or three years of instruction in reading and writing will not have an appreciable permanent effect upon the children, who immediately go back to work in the cane field or on the tobacco plantation, and that under such circumstances it is impossible to educate the great mass of the people or to improve permanently their intellectual condition. If the future of the Porto Rican workman is to be a peon, what, it is asked, will be the benefit to him of any education, let alone that of an advanced education?

While this opinion is held by a considerable number of people, it can not as yet be stated to be the dominant or prevailing opinion. It is held, however, by many people, who view Porto Rico as a field for exploitation without regard to the interests of the native population, and who are perfectly satisfied that the peon be uneducated so long as he fulfills the primary qualification of being a cheap laborer. It is claimed by these people that the demand for education is at present merely the desire of the unskilled workers to escape from their usual occupations and secure clerical positions in the Government service or elsewhere, and that with the filling up of these positions the demand for education will diminish. The attitude of the Government, however, appears to be one of a strong desire to educate the native population, both in the ordinary school courses and in industrial training. There has been a considerable extension of industrial training in the island, and a number of industrial schools with some specialization along trade lines have been started. Besides public schools, there are a number of free schools founded by charitable societies.

Despite the limited extent to which they have as yet been applied, the changes in educational methods and the increased educational opportunities afforded by the American occupation have already begun to affect the attitude of the entire laboring population. There is an avid desire on the part of large sections of the population for education, a desire at once inspiring and pathetic. Little rural schools, housed in small buildings, as well as the more pretentious schools in the cities, attract children in great numbers, and the spelling book and the reader are found in huts and thatches which do not suggest the idea of education. During the course of this investigation there were met many illiterate men whose children were going to school, acquiring there a knowledge of reading and writing Spanish, as well as a smattering of English. The opportunity to educate his children is regarded as an enormous boon to the average worker, whether urban or rural, since it seems to open to them a gate which has been closed to him.

ATTITUDE OF EMPLOYERS TO EMPLOYEES.

In the island of Porto Rico, as in other Latin-American countries, the laborer is not held in high esteem. The feudal traditions which the Spanish adventurers and conquerors brought with them in the sixteenth century; the enslavement of the Indians, and the subsequent introduction of negro slavery; the preponderance from the first of unskilled over skilled labor; the absence of a strong middle class, together with the dearth of cities, all tended to create and deepen a chasm between the people who held the estates and the peons who worked upon them. The conditions prevailing in Porto Rico until the abolition of slavery in 1873 and even, to a less extent, up to and beyond the American invasion were those of a more or less benevolent and more or less responsible despotism. The *people* of Porto Rico were the large landowners, and the great mass of field workers were not so much as counted. The wealth, education, refinement, leisure, and all that wealth and leisure bring, were the property of a single class and of the children and grandchildren of that class. There was little opportunity for individuals from the lowest or peon class to rise to a higher level.

Even at the present time the condition of the Porto Rican peon is but little changed. His work is unskilled, he is easily replaced, and there is no monopoly value attached to his labor. Between this illiterate, though not necessarily unintelligent peon, working barelegged in his only suit of cotton shirt and trousers, living with a large family in a leaky one-roomed hut, earning an average of 50 cents for each day that he works, on the one hand and his employer, a man of property and education, on the other hand, there is nothing in com-

mon. There are no steps of gradation by which the one class could merge into or approach the other.

The invasion of Porto Rico by the Americans and the infusion of American ideals into the life of the people have led to some slight change in the attitude of the people toward work and toward the worker. The sons of rich plantation owners are becoming more willing to enter lucrative careers, though the professions are still unduly preferred over agriculture and business. The Americans have, moreover, tended to strengthen somewhat the position of the workingman by giving him a vote, by defining his position before the law, and by recognizing to a less extent than did the Spanish the difference between the employer and employed. Nevertheless, even at the present moment it is quite clear that the social and economic position of the Porto Rican worker is low, that he is held in small esteem, that there is a contempt for his work (a contempt not even disguised by conventional phrases), and finally that the economic power and the political influence of the workingman are extremely small.

To a considerable extent the former relationship between employer and employee was conventional rather than contractual, being upon the basis of a patriarchal and more or less benevolent despotism on the part of the employer rather than a free relation entered into by a contract between approximately equal parties. Wages were fixed largely by custom and were fairly uniform in any given district for the same industry. These wages, moreover, were only partly in money, being supplemented by the grant of free lodging and often by other gifts or grants.

This condition exists to a greater or less extent in the island at the present time, although within recent years, and especially since the agricultural strikes, the patriarchal attitude of employer to workingman is giving way and is being displaced by a very different attitude based on a more purely contractual relation. The attitude of the employer at the present time is to secure labor as cheaply as possible and of the workingman to obtain all the wages which he can possibly secure. It is still customary, however, to permit or encourage agricultural laborers to live in huts or shacks upon the employer's land. A part of the wages are paid in kind, and usually the plantation owners consider themselves more or less in the relation of masters rather than employers, a state of feeling which, perhaps, prevails to a greater extent among the Porto Rican than among the American employers who have gone into the country. Many American plantation owners have contributed to a slight extent to the welfare of their employees, giving them somewhat better huts, and securing for them at times a better supply of water. One American plantation owner regularly has two policemen present when paying off in order to prevent his men from immediately losing their wages to professional gamblers.

There is still an attitude of surprise on the part of the landowners when strikes occur on their plantations. The strike is regarded not as a desire to contract collectively, not as a justifiable or even legal attempt to alter the conditions of employment, but rather as a breach of trust, and as a manifestation of ingratitude on the part of the beneficiaries of the employer's favor.

The lax conditions prevailing in agriculture are also to be found surviving in industrial concerns. As a rule the high speed of the American workingman does not prevail in the factories or the shops of Porto Rico. Old men are retained in employment even when their efficiency is considerably impaired. In a number of establishments wages tend to remain fixed, and in some concerns the workingman continues to be paid, even when sick for a few days. Except in a very few concerns there is no rigid or exact calculation of labor and other manufacturing costs, such as prevails in factories in the United States.

LABOR ORGANIZATIONS.

The history of the working population of Porto Rico has been such as to render it very difficult to organize it into labor unions. So long as slavery existed it was manifestly impossible to build up an organization of the workingmen of the island, and even after the abolition of this institution the rigor of the law prevented any considerable labor movement from coming into existence. The character and traditions of the population make labor organization difficult even now. The great mass of the workingmen belong to the unskilled class, which even in countries like England and the United States it has been found difficult to organize. In Porto Rico these difficulties have been even greater. To the unskilled nature of the work, and therefore to the ease with which striking workers could be replaced, were added the additional difficulties of the extreme poverty of the peons. To a peon earning a maximum of 50 cents a day the payment of even moderate dues to a labor organization involves a great sacrifice. A union composed of extremely poor members can not be stronger than the material out of which it is composed permits, and the worker's very need of protection makes it more difficult to protect him.

Moreover, the lack of education, and to a certain extent of intelligence, among the workers of Porto Rico tends to accentuate the difficulties of organization. Being unable to read or write, the majority of workers can not be reached by means of pamphlets or printed material of any sort, and owing to the cost of travel they are unacquainted with their fellow workingmen in other parts of the island. They are also unaccustomed to form unions, and are unfamiliar with the methods in which unions of workingmen can best be carried on.

A final difficulty in the way of the creation of trade unions was the opposition of the former Government of the island. During Spanish times formation of trade unions was of, at least, doubtful legality, and any organized effort to effect this was looked upon as a plot or conspiracy to increase wages, and was declared illegal. When in the early part of 1902 an organizer of the American Federation of Labor, Mr. Santiago Iglesias, attempted to organize unions in the island and to affiliate them with similar organizations in the United States he was arrested, together with seven other labor leaders, and was tried by the San Juan district court for "plotting to alter the price of labor" and, together with his associates, was convicted. The sentence of Santiago Iglesias was for four years and three months, and that of each of the other labor leaders was for four months. The court also declared the Federación Libre, or Free Federation, the Porto Rican branch of the American Federation of Labor, illegal, and ordered it to be closed within twenty-four hours. The decision called forth many protests, especially from labor organizations, both in the United States and Porto Rico. The decision was subsequently reversed by the supreme court of Porto Rico.

The following extract from the annual message of Governor Hunt to the insular legislative assembly discusses the sentence imposed upon the labor leaders, and summarizes the attitude of the American administration toward the organization of labor:

The time seems ripe for the introduction of many changes in the present laws. The full benefits of American system can only be realized through legislation sweeping away un-American principles and substituting American. A recent conviction under the present penal code has brought into prominence several old laws. The man was convicted of the violation of the laws of "Plots to alter the price of things." The English translation of the Spanish Code provides that "those who wrongfully combine to enhance or lower the price of labor or regulate its conditions wrongfully, provided such combination has begun to be carried into effect, shall be punished with the penalty of *arresto mayor*. This penalty shall be imposed in its maximum degree on the leaders and promoters of the combination, and on those who shall employ violence or threats to insure its success, unless they deserve a higher penalty by reason thereof." It is said that this English translation is not correct, but should read "those who conspire to enhance or lower the price of labor or regulate its conditions *abusively*," etc. Whether the translation is quite correct or not there is a difference of opinion as to the scope of the law, one construction being that any combination to raise or lower the price of labor or regulate its conditions, even if only calculated to disturb market prices, is criminal, while the other view is that a combination becomes penal only when accompanied by an attempt on the part of those who combine to prevent others than themselves from working. It seems certain that as long as the law stands as it is ambiguities as to its intent will exist, and judges in the conscientious performance of judicial duty may pro-

nounce judgments which are harsh and incompatible with American statutes. The remedy lies with the lawmakers. There is no room for lawlessness in Porto Rico, but the right to organize to secure better wages by peaceable measures is perfectly lawful and consistent with good government. Ambition to better one's condition is intensely American, and oftentimes only gratified through organized effort; and where the purpose of an organization is merely to increase the profit of labor, or dignify its worth through peaceful ways, a law which is susceptible of a construction forbidding the execution of such purpose is unworthy of an American government and should be abrogated.

According to the revised statutes and codes of Porto Rico labor combinations are not in themselves unlawful. Section 553 of the revised statutes says: "The orderly and peaceable assembling or cooperation of persons employed in any calling, trade, or handicraft for the purpose of obtaining an advance in the rate of wages or compensation, or of maintaining such rate, shall not be unlawful, nor shall it be unlawful for such persons to organize trade or labor assemblies or unions for the purpose of bettering the mental and material condition of the members thereof by lawful peaceable means." It is, moreover, made unlawful by section 465 of the penal code to compel a workman to enter into an agreement not to join a union as a condition of employment.

The trade unions of Porto Rico are organized on a basis similar to that in the United States. The "Federación Libre de los Trabajadores de Puerto Rico," or, as it will henceforth be called, the "Federation" or the "Porto Rican Federation," is the central organization in Porto Rico. It has as its object the uniting of workmen of all classes and of all branches of manufacturing production, of arts and trades, of useful and liberal professions, of agriculture, and the workmen and day laborers generally, as well as proletarian employees of the State, and all others who in the opinion of the workmen deserve to belong to the Federation. This Federation, according to its constitution, recognizes that only by organizing the workmen of the island into unions and then combining their forces will it be possible to obtain naturally and rapidly their economic and social emancipation and destroy forever the ignorance, the slavery of low wages, the tyranny of employers, the usury, the corruption, the unjust and inhuman laws, and the other evils which they consider as obstacles to the endeavors of the workingman.^(a)

^a The statement of these objects, as well as of the means by which they are to be attained, is taken from the constitution of the Porto Rican Federation. The endeavor has been made, as far as possible, to give a free translation of the constitution and rules which are founded more or less obviously upon similar constitutions of trade unions in the United States. The reader is referred to "Reglamento de la Federación Libre de los Trabajadores de Puerto Rico," included in the pamphlet *Federación Libre de los Trabajadores de Puerto Rico. Su programa, leyes y cooperativas*. San Juan, P. R., 1903.

The Federation endeavors to form a reserve fund in every union in order to struggle successfully for the legal objects of the Federation, said objects being to secure from the capitalists the best possible conditions with respect to the remuneration of labor as well as the best treatment of the workingman in the factories, to regulate the hours of labor until such time as the working-day shall not exceed eight hours in all forms of work, and to create and sustain common fraternal centers in all towns of the island for the purpose of exchanging ideas and impressions. The Federation also has the object of raising the moral and intellectual level of the present and of future generations of workingmen by securing from the State and municipalities sufficient aid, including night schools, to enable the workingmen and their children to acquire the elemental knowledge which will serve as a basis of their intellectual development. The Federation also desires to establish cooperation, solidarity, and mutual help, and to install workshops belonging to the Federation as a means of improving the material conditions of the workingman. It is the object of the Federation, following the policy of the American Federation of Labor, to unite all workingmen not included in a special trade union in the so-called federal or general unions, called in Porto Rico "Oficios Varios."

The direction and administration of the Porto Rican Federation is in charge of a central committee of delegates of all the unions. The delegates are nominated or elected every six months in the general meetings in all parts of the island.

The administrative body of the organization is divided into sections, one of which takes charge of the internal organization of the Federation, another of "Instruction and Fine Arts," another of financial arrangements, and another of propaganda and troubles arising between labor and capital. These sections or committees do not decide finally but refer all matters for adjustment to the central committee, whose actions are subject to the final decision of the assembly of all affiliated unions. The central committee is responsible to the general assembly.

Every union composing the Federation is declared to be autonomous in so far as matters pertaining to that union or to its members are concerned.

The constitution provides that there shall be elected by every union a directing council, which shall have charge of the administration and direction of the material and moral interests of the organization. Each such union shall have its constitution, defining the duties of its officials and the contributions and duties of its members. These constitutions shall be submitted to the approval of the unions in general congress, in the same manner as the constitution of the Federation is submitted to its membership. Each of

these autonomous unions is supposed to defend and improve the conditions of labor in the particular trade to which its members belong, and to perform the duties and carry out the purposes common to trade unions in general. Each union shall meet at least once each month.

When any union requires the assistance of the other unions affiliated with the Federation, it shall petition the central committee of the organization to convoke immediately a general assembly of the unions, with the purpose that this assembly take action in the interest of the petitioning union. Where the decision is adverse to it, the petitioning union reserves its liberty of action in reference to the question or controversy in which it is engaged. It is provided that each union shall maintain a reserve fund to relieve the distress of its members in the event of contests, as well as for the creation of the spirit of solidarity among all of the unions. The constitution of the Federation defines exactly the powers and duties of the treasurer, the secretary, and the central committee. These powers and duties are not dissimilar from those usually attached to the offices in question. The constitution also provides for periodical meetings of the unions and of the Federation, and provides for the question of extraordinary expenses, and for the right of appeal to the central committee, and for other questions which may arise among the unions.

The constitution of the Federation was discussed by the assembly of unions in San Juan in November, 1898, and was certified to by the insular government of Porto Rico on August 24, 1900.

The Federation is formed upon a basis in many respects similar to that of the American Federation of Labor. Like the latter, it is a federation of unions which are autonomous, and it is directed by a general assembly elected by the unions composing it. The ultimate source of authority in the Federation, as in the American Federation of Labor, is thus the unions themselves, and, according to the theory of government, the entire policy of the organization is directed, not by a central body, but by the several unions, with powers of self-government for themselves, and jointly controlling the central body. There is, however, one point of difference between the Federation and the American Federation of Labor. The latter organization arose as a result of a joint action of unions already existing, whereas in Porto Rico the Federation was created at the same time, or before, the unions which were to form its component parts. In other words, the development in Porto Rico may be said to have begun with the Federation instead of, as in the United States, with the various unions desiring to form a federation.

In Porto Rico there are seven general districts for the unions, corresponding to the seven governmental districts. The organizations in the island are of three classes—the local unions, comprising the

members of a single trade in a single locality; the central unions, corresponding on a small scale to our national organizations, including the local unions of a given trade in the entire island; and, finally, the Federación Libre, comprising the central unions of all trades in the entire island.

In March, 1905, there were 123 unions in Porto Rico affiliated with the Federation, and through it with the American Federation of Labor. Sixteen of these unions were in Bayamon, 10 being in San Juan, 1 in Manatí, 1 in Vega Baja, 3 in Carolina, and 1 in Rio Grande; 20 were in the department of Ponce, 15 being in the city of Ponce, 1 in Peñuelas, 2 in Juana Diaz, 1 in Santa Isabel, and 1 in Yauco; 11 were in the department of Mayaguez, 10 being in Mayaguez proper and 1 in San German; 34 were in the department of Arecibo, 28 in Arecibo proper, and 6 in Utuado. In the department of Guayama there were 18, 8 being in the city of Guayama, 3 in Arroyo, 3 in Salinas, 1 in Caguas, and 3 in San Lorenzo. There were 8 in the department of Aguadilla; of which number 5 were in Aguadilla itself, 1 in Aguada, 1 in San Sebastian, and 1 in Lares. There were finally 16 in the department of Humacao, of which 2 were in Humacao, 7 in Yabucoa, 1 in Fajardo, 3 in Patillas, and 3 in Maunabo. These unions include organizations of carpenters, tobacco workers, cooks, women workers, masons, day laborers, bakers, sailors, bricklayers, coachmen, blacksmiths, coopers, tailors, cutters, dock workers, shoemakers, barbers, agricultural laborers, coffee sorters, painters, etc., as well as miscellaneous unions composed of workmen of various trades, and comparable with the federal unions of the United States.

The Federación Libre issues a monthly journal, published in Spanish and English, called the "Porto Rico Workingmen's Journal."

The union of carpenters and joiners in Porto Rico is affiliated with the United Brotherhood of Carpenters and Joiners in the United States, which is in turn affiliated with the American Federation of Labor. The constitution of the Porto Rican union is printed in Spanish and in English. It has 86 members, has an initiation fee of \$5, and monthly dues fluctuating between 30 cents and 40 cents. The membership of the union consists of regular members, between the ages of 21 and 50, half members of the age of 50 or upwards, and apprentices between the ages of 18 and 21. The regular members earn \$1.50 and \$1.75 per day. The older men earn from 75 cents to \$1.25 per day. Some of the members are paid by the piece and some by the day or week. Frequently members are paid fortnightly, and sometimes, though very seldom, by the month. Payment to union members is always made in American money. It is claimed by the union that on plantations in various parts of the island, carpenters are given chips of wood, metal checks, or pieces of pasteboard, which

are redeemable in merchandise at the plantation stores; but no such payment is ever made in San Juan or to members of the local organizations. No deductions are made from payments, and there are no bonuses or extra payments. The wages now paid are \$1.50 to \$1.75 per day, American money. The work day at the present time fluctuates between 8 and 10 hours. In the Government shops the working day is 8 hours.

During the last five years there have been two strikes. One of these took place for a reduction in the hours of work, and another occurred in consequence of the change in the currency.^(a)

The Porto Rican local of the International Typographical Union was formed at the close of 1901, as a result of the work of the organizer of the American Federation of Labor, Mr. Santiago Iglesias. There was a preliminary meeting held on December 26, 1901, at which the principles and methods of the American labor movement were explained. A second meeting was held on January 2, 1902, at which all the printers of San Juan were present. A few days later over 20 printers signified their intention to become members of the International Union and a charter was asked for and subsequently obtained. The first report of the Porto Rican local union to the International Typographical Union was made in July, 1904.

The San Juan local of the International Longshoremen, Marine and Transport Workers' Association claims a membership of 60. It follows the constitution of the American organization, with which it is affiliated. According to a report made to the author by the local secretary of the organization, the general dues during the last year amounted to \$38.05 for the entire union. The workmen are divided according to several grades; the foreman is paid by the piece and the manual workers are paid an average of 15 cents an hour. There are no deductions for fines or otherwise and the men are paid in money. There are no extra payments or bonuses. The wages 12 years ago were stated to have been \$2 in Spanish money a day. The hours of work are 11 per day. It is claimed that there is a great lack of work among the unions, and it is even stated that the members of the unions receive but one or two days' work per week. No estimate could be made of the number of weeks' work per year, but it is generally stated that there is little work and especially for the union members. There has been (June, 1905) no strike in this organization for five years.^(b)

^a Verbal and written statements by Zoilo Betancourt, secretary.

^b This information, given by Roman Tuentas, the secretary of the organization, was obtained verbally, and was subsequently reduced to writing.

PRESENT TENDENCIES.

The immediate influence of the American occupation upon the condition of the Porto Rican workingman is, upon the whole, a beneficial one. The declaration of free trade between the United States and Porto Rico, and the consequent granting to the island of a preferred position, with regard to its exports, meant an increased prosperity to the new insular possession of the United States. This prosperity has come largely to the sugar and tobacco industries, and will, probably, to an equal extent benefit those who are engaged or who will be engaged in the production and shipment of fruits. In the coffee industry, the depression which already existed in 1898, has been deepened by the American occupation. The acquisition of Porto Rico by the United States did not mean the opening of any new market for Porto Rican coffee, since even before that time coffee was admitted free to the United States; on the contrary, it meant a shortening of the European market, with the result of a further deterioration in the condition of the coffee planter. As coffee was in 1898 the principal crop of the island, this deterioration has tended to offset the beneficent influence of American occupation upon the sugar and tobacco industries.

There can be no doubt, however, despite the present adverse conditions that the general trend in Porto Rico, in so far as it affects the real owners of property, is upward. Exports are increasing, capital is flowing into the country at a fairly rapid rate, and new industries are being started. The price of land, especially in the sugar and fruit districts, has rapidly advanced and will no doubt continue to do so. To what extent, however, this improvement has filtered down to the laboring population is somewhat problematical. Upon the whole, wages seem to have risen along the coast lands—that is, if we compare present wages in American money with former wages in provincial money reduced to the American gold standard. But since prices (measured in the same way) have also risen, the increase in money wages is largely apparent and the real benefit accruing to the working classes even in the coast lands is less than might appear upon the surface. The labor conditions in the coffee district are much worse than they were prior to the American occupation, although most of this deterioration has been due to causes other than the American occupation itself.

Outside of the effect upon wages, there are other indications of an improvement in the conditions of the working classes of the island. There can be no doubt that upon the whole the American administration of the island is more directly aimed at the advancement of the people than was the Spanish administration even at its best. The sanitation of the island is being improved and education is

being extended to at least a considerable minority of the Porto Ricans. Moreover, for the first time an effort is being made to root out the disease of anemia and to increase thereby the industrial efficiency of the population.

When, however, we look at the deeper influences at work at the present time, it is difficult to be very optimistic concerning the future labor conditions in Porto Rico. The fundamental conditions under which the work men live have not been and could not have been materially altered, and it is doubtful whether the tendencies now at work will ever permit of a rapid and continuous progression of the workingman, or of a steady and permanent bettering of his standard of living.

There are many reasons for not anticipating a rapid and radical improvement. In the first place, Porto Rico is essentially an agricultural country. Its natural resources are all agricultural, and it has neither the geographical position nor the resources of iron and coal to permit it ever to become a great manufacturing country. The small manufacturing industries which formerly existed on the island have tended rather to diminish than to increase as a result of the American occupation. Free trade with the United States means the importation of articles manufactured more economically upon a large scale to take the place of articles formerly manufactured by hand or by simple tools on a small scale. While it is possible, and even probable, that a considerable industry will grow up in the making of cigars and in the canning of fruits, it seems reasonable to think that the country will remain permanently in an agricultural state.

It is moreover practically inevitable, from the tendencies now observable, that a large proportion of the laboring population will belong for many decades, if not permanently, to the peon class. There is no room in the industry of the island for large numbers of skilled men. Most of the work to be performed upon the sugar, coffee, and tobacco plantations is the rudest agricultural labor, and the great mass of the population will necessarily be employed at these tasks. Conditions as they now exist tend rather to lessen the hold of the peon upon his land. The enormously increased prosperity in sugar culture, as well as the growth of larger estates and the increasing custom of grinding sugar in huge central factories, causes the real unit of production rapidly to increase. To be economically operated, a sugar mill requires the output of several thousands of acres; and while the ownership of these acres may for a considerable time remain in the hands of separate owners, the lands must be cultivated in a joint manner and practically as a single operation.

It is obviously impossible that a peon earning 50 to 60 cents a day during the season can ever secure a sugar plantation or an interest

in a sugar plantation. The rise in the value of land, moreover, will tend, both in the sugar districts and elsewhere, to separate the peon more completely from the soil. The former system of permitting the peon workman to squat upon his employer's land and to cultivate an acre or two for himself seems now to be giving way with the increase in the value of the land and the necessity for its better utilization. It can not too often be repeated that Porto Rico is not a new country with valuable virgin fields, but a thickly populated region, where land brings higher prices than in most parts of the eastern States of the United States. With the rise in the value of the land, therefore, it is extremely probable that the peons who have no land will be unable to secure it, and those who now possess small patches will be persuaded to sell.

There can be no doubt that the demand for labor on the island of Porto Rico will increase for some time, and that with an increased demand for labor wages will tend for the time being to rise. This increased demand for labor has already shown itself in the sugar and tobacco industries, and there is even in the coffee industry a demand for labor larger than that of a few years ago. If the Porto Rican planters succeed in securing a large market for their coffee in the United States, either by convincing Americans of the excellence of their product or by obtaining a more favored treatment in the shape of a duty upon coffee grown in countries not under American jurisdiction, the result will be a larger product, a fuller utilization of the land, a greater demand for labor, and larger annual earnings for the workmen of that district. Even without a marked improvement in the coffee industry, there are evidences that for some years the demand for labor will continue to increase and to absorb a certain proportion of the oversupply of labor existing on the island.

Not only do the present tendencies indicate the permanency of an agricultural population without ownership of land, but it also seems probable that the oversupply of labor which now obtains, and which depresses wages to so low a point, will continue to exist, unless fundamental changes occur in the conditions of the Porto Rican's life and in the character of the population.

The low standard of living of the Porto Rican workingman, and the consequent ability of a huge population to live in the cheapest conceivable manner, permits the great mass of the rural workers to propagate without thought of consequences. The population lives close to the soil, and tends to increase with the naturalness and rapidity of a people with no demands upon life except to live. Sexual unions take place at an early age and are very fruitful. Throughout the *country districts* little restraint is put upon marriage, either legal or

In spite of the high death rate among children, and with

little immigration from other countries, the population which in 1887 amounted to 221 per square mile increased by 1899 to 264 per square mile.

There is no reason to believe that this rapid increase of the population, which has grown from 70,250 in 1775 to 953,243 in 1899, will not continue. The country is already overpopulated according to American standards, but in comparison with certain West Indian possessions it is still almost an unsettled district. The population of Barbados, for instance, amounts to 1,207 inhabitants per square mile. While Porto Rico is much more thickly populated than either Haiti or Cuba, it has not yet reached the limit of increase, nor has the ultimate pressure which will be exerted by these multitudes been yet attained.^(a)

In the past Porto Rico has been a country of absentee ownership. A large part of the property of the island was owned by Spaniards residing in Spain, and the island was exploited in the interest of these owners. The present tendencies do not lead one to expect any fundamental change in these conditions. Even at the present time a large part of the property of the island belongs to absentee Spaniards. "It is probably true," says ex-Governor Hunt, "that Spaniards own the greater part of the taxable property of the island; hence they constitute a powerful and influential portion of the community." "At present," he continues, "Porto Rico suffers the disadvantages of absenteeism with landlords who willfully impede the success of the Government which protects their property."^(b)

While there is no means of verifying the estimate of Governor Hunt that more than one-half of the taxable property of the island is in the hands of Spaniards, there can be no doubt that a considerable portion of it is thus owned. The whole tendency, moreover, is for the Spaniards, and latterly the Americans, to acquire the property of the country. Americans are investing largely in sugar plantations, fruit plantations, street railways, etc., and the real owners remain in the United States, although the foremen are Americans resident in the island. As a consequence, it seems probable that the increase in wealth which may come to the island in the shape of preferential tariff rates will not to a great extent remain in the island, but will be paid out to nonresidents.

^a The population of Porto Rico is still less dense than that of several European countries. As compared with a density of 264 inhabitants to the square mile for Porto Rico in 1899, the German Empire has a population of 270 to the square mile; Italy, 293; the United Kingdom, 343; Holland, 429, and Belgium, 589. China with a population of 266 to the square mile and Japan with a density of 317, also have a more thickly settled territory. It must be noted, however, that the European countries herein compared are largely manufacturing communities, which draw upon other less densely settled countries for much of their food and raw materials.

^b *Fourth Annual Report of the Governor of Porto Rico from July 1, 1903, to June 30, 1904, pages 10 and 11.*

This tendency toward nonresident ownership seems, upon the whole, to be upon the increase. Even many of the Porto Ricans who own large estates spend large portions of their money and leisure in the United States or in Europe, while the profits upon Spanish and American enterprises go to Spain and the United States. With the low rates of wages, caused largely by the excessive and ever-increasing population and by the unskilled character of the work, the conditions of the workingmen and other residents are not improved in a commensurate degree by an increase of the prosperity of land owners who do not reinvest their earnings in the island.

In attempting to improve the conditions of the majority of the Porto Rican population, the American people will meet with many difficulties and much discouragement. Absentee ownership must inevitably create a body of influential men who will look upon the native population merely as cheap labor and will stand in the way of any effort to educate them or improve their status. On the other hand, an aggressive and progressive educational policy may meet with listlessness and inertia, if not with active opposition on the part of large numbers of the native population.

If the idea of raising the Porto Rican to a higher standard of living and thought is to succeed, it will be only by persistent effort in the face of these difficulties. The naive conception of a decade ago, the belief that civilization would immediately follow the flag and that the poverty, the misery, and all the inheritance of centuries of misrule, would pass away with the Spanish domination, must give place to a fixed determination to carry out a difficult progressive programme. Even a lack of appreciation of such efforts by the Porto Rican peon should not deter from persistent effort, since it will be necessary not only to improve material conditions, but equally to create a demand in the minds of the laboring classes of Porto Rico for such improvement. The very lack of appreciation on the part of large numbers of the Porto Ricans would be the strongest argument for the necessity of such work.

Such a policy of improving the conditions of the Porto Rican population, or what is almost the same thing, of the great mass of the Porto Rican laborers, will necessarily run counter to the interests of many individuals—Spanish and American—financially interested in the island. While it is necessary to encourage the investment of foreign capital in the industries of Porto Rico, this policy ought not to be carried out to the extent of depriving the native population of its chance of material and moral progress. Many of the absentee owners of Porto Rican properties and many of their agents resident in Porto Rico consider the island and its population as equally fit for the crassest exploitation, and are as contemptuous of the people as they are enthusiastic about the island. The current use by many Ameri-

cans of an opprobrious epithet for Porto Ricans, bespeaks an attitude which takes no account of the human phase of the problem, but considers the population as composed merely of so many laborers willing to work for such and such a price.

The programme which the American people must carry out in order to live up to the theory under which the island was acquired and to improve the conditions of the laboring and other population of the island, is necessarily an extensive one. If the condition of the people is ever to be raised to a standard at all comparable with that prevailing in the United States, the people must be educated and the sanitary conditions improved, civil and political rights guaranteed and extended, and the condition of the workingman amply protected by law. The American people should recognize that they owe a duty to the Porto Ricans, and that they can not permit the welfare of the population for which they have accepted responsibility to be determined by accident or by conflicts of interests. The American people must, if they are to raise the standard of the Porto Rican peons, continue to prosecute the work of education upon the island, no matter how severe the financial drain. It is equally essential to carry out a programme of sanitation which will guarantee to every Porto Rican infant the chance to live its allotted life.

The power of the Porto Rican peons to insist upon fair and reasonable conditions of labor is, and for decades if not generations will continue to be, far less than that of the workmen of the United States, or of the countries of western Europe. It is not probable, under present conditions and without the benefit of progressive education, that the peons of the country will be able to obtain more favorable terms of employment and more reasonable conditions of labor without the intervention in some way of governmental authority. The demands of the peons for better conditions of labor will be in direct opposition to the interests of those who may insist that they are of a low type, just as their demands for education may be opposed on the ground that their work must remain unskilled.

If, by means of education, by means of improved means of communication, by means of a free press, and of assemblages and meetings and conventions, and of fairs and entertainments that will bring the people together, the standard of living of the men, and especially of the women of Porto Rico, is once raised; if the demands on life made by this people become sufficiently great to prevent the population from assuming marital responsibilities with its present recklessness; if, moreover, the resources of the country are exploited more wisely and the peon himself be assured of the ownership of at least a patch of land and be taught to utilize it economically, the conditions of life and labor of the great mass of the Porto Rican population may be permanently improved. Such an improvement, however, will be difficult

and slow, and will be evident only as measured by decades or generations, and not by years. If, however, the island be utilized merely or primarily as a means of providing opportunities for investment and commercial exploitation by American citizens; if the policy of educating the people be held up on account of its expense and alleged uselessness; if the standard of living of the people be not raised, the condition of Porto Rico and of the Porto Rican laboring class after one hundred or two hundred years will be no better than it was in the year 1898, when the sovereignty of Spain gave way to the dominion of the United States of America.

APPENDIX.

The tables following give respectively the wages and hours of labor of males employed in railroad transportation in 1897, 1902, and 1905, and the wages and hours of labor of employees in various industries, in 1905, by occupations and localities. The data which went to make up these tables were collected in Porto Rico during the progress of the investigation for this report. These tables are followed by the laws relating to labor in Porto Rico.

WAGES AND HOURS OF LABOR OF MALES EMPLOYED IN RAILROAD TRANSPORTATION, 1897, 1902, AND 1905.

Occupation.	Number of employees.			Days per week.			Hours per week.		
	1897.	1902.	1905.	1897.	1902.	1905.	1897.	1902.	1905.
Agents, station.....	22	24	34	6	6	7	60	60	84
Blacksmiths.....	10	4	14	6	6	6	60	60	60
Boilermakers.....	2	3	4	6	6	6	60	60	60
Carpenters.....	14	13	16	6	6	6	60	60	60
Clerks.....	32	30	59	6	6	(a)	60	60	(b)
Conductors.....	5	6	25	6	6	7	60	60	84
Engineers.....	10	15	27	6	6	7	60	60	84
Firemen.....	10	16	40	6	6	7	60	60	84
Fitters.....	6	14	18	6	6	6	60	60	60
Flagmen.....	1	1	4	6	6	7	60	60	84
Freight handlers.....	9	19	19	6	6	7	60	60	84
Hostlers, locomotive.....	3	4	6	6	6	7	60	60	84
Inspectors.....	1	1	2	6	6	6	60	60	60
Laborers.....	23	25	42	6	6	6	60	60	60
Machinists.....	5	3	7	6	6	6	60	60	60
Mechanic's apprentices.....	15	3	17	6	6	6	60	60	60
Mechanic's helpers.....	5	5	19	6	6	6	60	60	60
Painters.....	6	2	3	6	6	6	60	60	60
Switchmen.....	13	10	19	6	6	7	60	60	84
Turners.....	3	3	5	6	6	6	60	60	60
Watchmen.....	4	8	16	6	6	7	60	60	84
Water station tenders.....	2	6	6	6	6	7	60	60	84

^a Twenty-one persons work 6 days and 38 persons work 7 days per week.

^b Thirteen persons work 48 hours, 8 persons work 60 hours, and 38 persons work 84 hours per week.

WAGES AND HOURS OF LABOR OF MALES EMPLOYED IN RAILROAD TRANSPORTATION, 1897, 1902, AND 1905—Concluded.

Occupation.	Wages per day.				Per cent of increase (+) or decrease (—) in 1905 as compared with 1897 equivalent in United States money.
	1897.		1902 (United States money).	1905 (United States money).	
	Provincial money (silver pesos).	Equivalent in United States money.			
Agents, station.....	a \$30.00	a \$21.60	a \$30.00	b \$40.00	+ 85.2
Blacksmiths.....	2.00	1.44	2.15	1.75	+ 21.5
Boilermakers.....	2.50	1.80	2.00	2.00	+ 11.1
Carpenters.....	1.50	1.08	1.60	c 16	+ 48.1
Clerks.....	a 25.16	a 18.12	a 29.67	a 36.86	+103.4
Conductors.....	a 40.00	a 28.80	a 40.00	d 35.00	+ 21.5
Engineers.....	a 50.00	a 36.00	a 40.00	e 50.00	+ 38.9
Firemen.....	a 35.00	a 25.20	a 30.00	e 35.00	+ 38.9
Fitters.....	2.50	1.80	1.75	1.75	— 2.8
Flagmen.....			a 8.00	a 20.00	
Freight handlers.....	a 16.00	a 11.52	a 20.00	a 25.00	+117.0
Hostlers, locomotive.....	a 30.00	a 21.60	1.20	1.20	+ 44.9
Inspectors.....	a 38.00	a 27.36	a 75.00	f 60.00	+119.3
Laborers.....	.75	.54	.60	.75	+ 38.9
Machinists.....	2.50	1.80	2.00	2.20	+ 22.2
Mechanic's apprentices.....	.15	.11	.20	.40	+263.6
Mechanic's helpers.....	.80	.58	.60	.60	+ 3.4
Painters.....	c 10	c .072	1.00	1.75	+143.1
Switchmen.....	a 15.00	a 10.80	a 16.00	g 30.00	+177.8
Turners.....	1.25	.90	1.50	1.75	+ 94.4
Watchmen.....	a 21.75	a 15.66	a 15.81	a 24.29	+ 55.1
Water station tenders.....	a 16.00	a 11.52	a 16.00	a 25.00	+117.0

Occupation.	Wages per hour.				Per cent of increase (+) or decrease (—) in 1905 as compared with 1897 equivalent in United States money.
	1897.		1902 (United States money).	1905 (United States money).	
	Provincial money (silver pesos).	Equivalent in United States money.			
Agents, station.....	0.1150	\$0.0828	\$0.1150	b \$0.1096	+ 32.4
Blacksmiths.....	.2000	.1440	.2150	.1750	+ 21.5
Boilermakers.....	.2500	.1800	.2000	.2000	+ 11.1
Carpenters.....	.1500	.1080	.1600	.1600	+ 48.1
Clerks.....	.0964	.0695	.1138	.1318	+ 89.6
Conductors.....	.1534	.1104	.1534	f .0959	— 13.1
Engineers.....	.1917	.1380	.1534	j .1370	— .7
Firemen.....	.1342	.0966	.1150	j .0959	— .7
Fitters.....	.2500	.1800	.1750	.1750	— 2.8
Flagmen.....			.0307	.0548	
Freight handlers.....	.0613	.0442	.0767	.0685	+ 55.0
Hostlers, locomotive.....	.1150	.0828	.1200	.1000	+ 20.8
Inspectors.....	.1457	.1049	.2875	k .2300	+119.3
Laborers.....	.0750	.0540	.0600	.0750	+ 38.9
Machinists.....	.2500	.1800	.2000	.2200	+ 22.2
Mechanic's apprentices.....	l .0150	.0110	.0200	.0400	+263.6
Mechanic's helpers.....	.0800	.0580	.0600	.0600	+ 3.4
Painters.....	.1000	.0720	.1000	.1750	+143.1
Switchmen.....	.0575	.0414	.0613	i .0822	+ 98.6
Turners.....	.1250	.0900	.1500	.1750	+ 94.4
Watchmen.....	.0834	.0600	.0606	.0691	+ 15.2
Water station tenders.....	.0613	.0442	.0613	.0685	+ 55.0

a Per month.

b Per month, and house rent; in San Juan, Mayaguez, Arecibo, and Ponce estimated at \$20 per month; in other sections at \$8 to \$10 per month.

c Per hour.

d Per month, and while on the road, allowance of 50 cents per day for food, averaging \$8 per month.

e Per month; including bonus of 10 per cent of wages, paid for saving fuel.

f Per month; and while on the road, allowance of 75 cents per day for food, averaging \$10 per month.

g Per month; and house rent, estimated at \$2 per month.

h And house rent; in San Juan, Mayaguez, Arecibo, and Ponce estimated at \$20 per month; in other sections at \$8 to \$10 per month.

i And while on the road, allowance of 50 cents per day for food, averaging \$8 per month.

j Including bonus of 10 per cent of wages, paid for saving fuel.

k And while on the road, allowance of 75 cents per day for food, averaging \$10 per month.

l And house rent, estimated at \$2 per month.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES.

BAKERIES.

Occupation and locality.	Establishment number.	Employees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equivalent rate per day.
Apprentices:									
Ponce.....	1	3	M.	Porto Rican.	7	(a)	(a)	\$0.25 per day.....	\$0.25
San Juan.....	3	4	M.	Porto Rican.	6	(a)	(a)	\$3 per month (b)...	b. 11½
Bakers, first hand:									
Ponce.....	1	1	M.	Porto Rican.	7	(a)	(a)	\$3 per day.....	3.00
San Juan.....	1	1	M.	Porto Rican.	7	(a)	(a)	\$1.50 per day.....	1.50
San Juan.....	2	1	M.	Porto Rican.	7	(a)	(a)	\$1.50 per day.....	1.50
San Juan.....	4	1	M.	Porto Rican.	7	(a)	(a)	\$2.25 per day.....	2.25
Bakers, second hand:									
Ponce.....	1	1	M.	Porto Rican.	7	(a)	(a)	\$1.50 per day.....	1.50
San Juan.....	1	2	M.	Porto Rican.	7	(a)	(a)	\$1 per day.....	1.00
San Juan.....	1	2	M.	Porto Rican.	7	(a)	(a)	\$0.62½ per day.....	.62½
San Juan.....	2	2	M.	Porto Rican.	7	(a)	(a)	\$1 per day.....	1.00
San Juan.....	2	2	M.	Porto Rican.	7	(a)	(a)	\$0.75 per day.....	.75
San Juan.....	4	3	M.	Porto Rican.	7	(a)	(a)	\$1 per day.....	1.00
Confectioner's assistant:									
San Juan.....	4	1	M.	Porto Rican.	7	(a)	(a)	\$16 per month (c)...	c. 52½
Deliverymen:									
San Juan.....	2	1	M.	Porto Rican.	7	(a)	(a)	\$11 per month.....	.36
San Juan.....	4	1	M.	Porto Rican.	7	(a)	(a)	\$14 per month (d)...	d. 46
Pastry cook:									
San Juan.....	4	1	M.	Spanish.....	7	(a)	(a)	\$25 per month (e)...	e. 82
Salesmen:									
Ponce.....	1	1	M.	Porto Rican.	7	(a)	(a)	\$0.50 per day.....	.50
San Juan.....	4	6	M.	Porto Rican.	7	(a)	(a)	\$10 per month (d)...	d. 33

BARBER SHOP.

Barbers:									
San Juan.....	5	1	M.	Porto Rican.	6½	12	78	\$25 per month.....	\$0.884
San Juan.....	5	1	M.	Porto Rican.	6½	12	78	\$15 per month.....	.534
San Juan.....	5	1	M.	Porto Rican.	6½	12	78	\$12 per month.....	.424

BOARDING-HOUSE SERVICE.

Cook, chief:									
San Juan.....	7	1	M.	Porto Rican.	7	13½	94½	\$45 per month (e)...	e. 1.48
Cooks:									
San Juan.....	7	2	M.	Porto Rican.	7	13½	94½	\$16 per month (f)...	f. 52½
San Juan.....	6	1	F.	Porto Rican.	7	13	91	\$12 per month (e)...	e. 39½
Dishwasher:									
San Juan.....	6	1	M.	Porto Rican.	7	13	91	\$5 per month (f)...	f. 16½
Housemaid:									
San Juan.....	6	1	F.	Porto Rican.	7	13	91	\$7 per month (e)...	e. 23
Laundresses:									
San Juan.....	7	3	F.	Porto Rican.	7	10	70	\$5 per month (f)...	f. 16½
Scrubber:									
San Juan.....	6	1	M.	Porto Rican.	7	13	91	\$4 per month (f)...	f. 13
Walter:									
San Juan.....	6	1	M.	Porto Rican.	7	13	91	\$8 per month (f)...	f. 26½

BUILDING TRADES.

Carpenters:									
Rio Piedras.....	8	1	M.	Porto Rican.	6	9	54	\$1.80 per day.....	\$1.80
San Juan.....	9	11	M.	Porto Rican.	6	9	54	\$1.80 per day.....	1.80
San Juan.....	9	3	M.	Porto Rican.	6	9	54	\$1.50 per day.....	1.50
Vieques Island....	10	1	M.	Porto Rican.	6	9	54	\$2.50 per day.....	2.50
San Juan.....	10	3	M.	Porto Rican.	6	9	54	\$1.80 per day.....	1.80
Foreman, carpenters:									
San Juan.....	9	1	M.	Porto Rican.	6	9	54	\$2.25 per day.....	2.25

a Irregular.

b And board, estimated by employer at \$6 per month.

c And board, estimated by employer at \$10 per month.

d And board and lodging, estimated by employer at \$12 per month.

e And board.

f And board and lodging.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

BUILDING TRADES—Concluded.

Occupation and locality.	Establishment number.	Employees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equivalent rate per day.
Foreman, general:									
Vieques Island.....	10	1	M.	American....	6	9	54	\$5 per day.....	\$5.00
Foreman, masons:									
Rio Piedras.....	8	1	M.	Porto Rican.	6	9	54	\$2.50 per day.....	2.50
Laborers:									
Rio Pedras.....	8	12	M.	Porto Rican.	6	9	54	\$0.72 per day.....	.72
San Juan.....	9	3	M.	Porto Rican.	6	9	54	\$0.72 per day.....	.72
Vieques Island.....	10	2	M.	Porto Rican.	6	9	54	\$0.90 per day.....	.90
	10	11	M.	Porto Rican.	6	9	54	\$0.72 per day.....	.72
Masons:									
Rio Piedras.....	8	4	M.	Porto Rican.	6	9	54	\$2.00 per day.....	2.00
	8	10	M.	Porto Rican.	6	9	54	\$1.80 per day.....	1.80
San Juan.....	9	1	M.	Porto Rican.	6	9	54	\$2 per day.....	2.00
	9	2	M.	Porto Rican.	6	9	54	\$1.80 per day.....	1.80
Vieques Island.....	10	3	M.	Porto Rican.	6	9	54	\$2.25 per day.....	2.25
	10	4	M.	Porto Rican.	6	9	54	\$2 per day.....	2.00
	10	2	M.	Porto Rican.	6	9	54	\$1.80 per day.....	1.80
Mortar mixers:									
Rio Piedras.....	8	2	M.	Porto Rican.	6	9	54	\$0.90 per day.....	.90
Vieques Island.....	10	2	M.	Porto Rican.	6	9	54	\$0.90 per day.....	.90
Painters:									
Vieques Island.....	10	1	M.	Porto Rican.	6	9	54	\$2 per day.....	2.00
	10	2	M.	Porto Rican.	6	9	54	\$1.80 per day.....	1.80

CIGAR MAKING.

Banders:									
Arecibo.....	11	8	F.	Porto Rican.	6	9	54	\$0.25 per day.....	\$0.25
Bookkeepers:									
Arecibo.....	11	1	M.	Spanish.....	6	9	54	\$75 per month.....	2.87½
San Juan.....	14	1	M.	Porto Rican.	6	9	54	\$20 per week.....	3.33½
Bookkeeper, assistant:									
San Juan.....	14	1	M.	Porto Rican.	6	9	54	\$15 per week.....	2.50
Box stampers, cigarettes:									
San Juan.....	14	6	M.	Porto Rican.	6	8	48	\$0.01 per 1,000.....	a .40
Bundlers, cigars:									
San Juan.....	14	6	M.	(b)	6	8	48	\$0.05 per 1,000.....	(c)
Carpenters:									
San Juan.....	14	3	M.	Porto Rican.	3	8	24	\$1.50 per day.....	1.50
Casers:									
San Juan.....	14	8	M.	Porto Rican.	6	9	54	\$1 per day.....	1.00
	14	11	M.	(b)	6	8	48	\$0.80 per day.....	.80
Cashier:									
San Juan.....	14	1	M.	Porto Rican.	6	9	54	\$15 per week.....	2.50
Cigarette machine cleaners:									
San Juan.....	14	3	M.	Porto Rican.	6	(d)	(d)	\$0.50 per day.....	.50
Cigarette machine operators:									
San Juan.....	14	8	M.	Porto Rican.	6	9	54	\$0.05 per 1,000.....	a 2.08½
Cigar makers:									
Arecibo.....	11	15	M.	Porto Rican.	6	9	54	\$13 per 1,000.....	a 1.95
	11	24	M.	Porto Rican.	6	9	54	\$8 per 1,000.....	a 1.20
	11	15	M.	Porto Rican.	6	9	54	\$7 per 1,000.....	a 1.05
	11	22	M.	Porto Rican.	6	9	54	\$4.50 per 1,000.....	a .90
	11	67	M.	Porto Rican.	6	9	54	\$5 per 1,000.....	a .80
Bayamon.....	12	290	M.	(b)	(d)	9	(d)	\$4.50 per 1,000.....	a 1.20
	12	10	M.	(b)	(d)	9	(d)	\$7.50 per 1,000.....	a 1.20
Ponce.....	13	1	M.	Porto Rican.	6	9	54	\$22.50 per 1,000.....	a 2.81½
	13	1	M.	Porto Rican.	6	9	54	\$17 per 1,000.....	a 2.12½
	13	2	M.	Porto Rican.	6	9	54	\$14 per 1,000.....	a 1.40
	13	5	M.	Porto Rican.	6	9	54	\$8 per 1,000.....	a 1.36
	13	2	M.	Porto Rican.	6	9	54	\$12.50 per 1,000.....	a 1.25
	13	1	M.	Porto Rican.	6	9	54	\$7.50 per 1,000.....	a 1.20
	13	1	M.	Porto Rican.	6	9	54	\$6.50 per 1,000.....	a 1.04
	13	1	M.	Porto Rican.	6	9	54	\$6 per 1,000.....	a .96
	13	5	M.	Porto Rican.	6	9	54	\$4 per 1,000.....	(c)

a Estimated.

b Principally Porto Ricans.

c Not reported.

d Irregular.

e Earnings vary from \$0.64 to \$1 per day, according to speed.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

CIGAR MAKING—Continued.

Occupation and locality.	Establishment number.	Employees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equivalent rate per day.
Cigar makers—Cont'd.									
Ponce.....	13	6	M.	Porto Rican.	6	9	54	\$3.50 per 1,000.....	(a)
	13	69	M.	Porto Rican.	6	9	54	\$2.50 per 1,000.....	(c)
San Juan.....	14	300	M.	(d)	(e)	9	(e)	(f)	(g)
Classers, wrappers:									
Arecibo.....	11	2	M.	Porto Rican.	6	9	54	\$8 per week.....	\$1.33½
	11	2	M.	Porto Rican.	6	9	54	\$6 per week.....	1.00
San Juan.....	14	20	M.	(d)	6	8	48	\$2 per day.....	2.00
Clerks:									
Arecibo.....	11	1	M.	French.....	6	9	54	\$12 per week.....	2.00
	14	1	M.	Porto Rican.	6	9	54	\$15 per week.....	2.50
San Juan.....	14	1	M.	Porto Rican.	6	8	48	\$12.50 per week.....	2.08½
	14	2	M.	Porto Rican.	6	9	54	\$10 per week.....	1.66½
Driers:									
Arecibo.....	11	1	M.	Spanish.....	6	9	54	\$8 per week.....	1.33½
San Juan.....	14	20	M.	(d)	6	8	48	\$0.70 per day (h).....	1.70
Elevator boy:									
San Juan.....	14	1	M.	Porto Rican.	6	9	54	\$1 per day.....	1.00
Engineer:									
San Juan.....	14	1	M.	American....	6	8	48	\$20 per week.....	3.33½
Fireman:									
San Juan.....	14	1	M.	Porto Rican.	6	8	48	\$12 per week.....	2.00
Foreman, cigarette machine operators:									
San Juan.....	14	1	M.	Porto Rican.	6	9	54	\$30 per week.....	5.00
Foremen, factory:									
Arecibo.....	11	1	M.	Porto Rican.	6	9	54	\$20 per week.....	3.33½
Bayamon.....	12	2	M.	Porto Rican.	6	9	54	\$15 per week.....	2.50
San Juan.....	14	2	M.	Porto Rican.	6	9	54	\$15 per week.....	2.50
Foreman, factory, assistant:									
Arecibo.....	11	1	M.	Porto Rican.	6	9	54	\$8 per week.....	1.33½
Foreman, laborers:									
Arecibo.....	11	1	M.	Porto Rican.	6	9	54	\$8 per week.....	1.33½
Foreman, leaf classers:									
San Juan.....	14	1	M.	Porto Rican.	6	8	48	\$16 per week.....	2.66½
Foreman, packers, cigarettes:									
San Juan.....	14	1	M.	Porto Rican.	6	8	48	\$12 per week.....	2.00
Foreman, packing and shipping dept.:									
Arecibo.....	11	1	M.	Porto Rican.	6	9	54	\$27 per week.....	4.50
Foreman, sorters, cigars:									
San Juan.....	14	1	M.	Spanish.....	6	8	48	\$30 per week.....	5.00
Foremen, strippers:									
San Juan.....	14	4	M.	(g)	6	8	48	\$12 per week.....	2.00
Foreman, warehouse:									
San Juan.....	14	1	M.	Porto Rican.	6	8	48	\$20 per week.....	3.33½
Laborers:									
Arecibo.....	11	8	M.	Porto Rican.	6	9	54	\$0.50 per day.....	.50
Bayamon.....	12	10	M.	(d)	6	9	54	\$0.70 per day.....	.70
Ponce.....	13	4	M.	Porto Rican.	6	9	54	\$0.75 per day.....	.75
	13	2	M.	Porto Rican.	6	9	54	\$0.50 per day.....	.50
	13	1	M.	Porto Rican.	6	9	54	\$0.40 per day.....	.40
	13	2	M.	Porto Rican.	6	9	54	\$0.25 per day.....	.25
San Juan.....	14	13	M.	Porto Rican.	6	8	48	\$1 per day.....	1.00
	14	21	(i)	(d)	6	8	48	\$0.75 per day (h).....	1.75
	14	8	M.	(d)	6	8	48	\$0.50 per day (h).....	1.50
Manager:									
Arecibo.....	11	1	M.	Cuban.....	6	(e)	(e)	\$175 per month.....	6.71
Messengers:									
San Juan.....	14	2	M.	Porto Rican.	6	9	54	\$1.13 per day.....	1.13
Office boy:									
San Juan.....	14	1	M.	Porto Rican.	6	9	54	\$5 per week.....	.83½

a Earnings vary from \$0.56 to \$0.91 per day, according to speed.

b Boys.

c Earnings vary from \$0.25 to \$0.62½ per day, according to speed.

d Principally Porto Ricans.

e Irregular.

f Pay varies from \$7 to \$25 per 1,000.

g Not reported.

h Average.

i Males and females.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

CIGAR MAKING—Concluded.

Occupation and locality.	Establishment number.	Employees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equivalent rate per day.
Packers:									
Arecibo.....	11	1	M.	Spanish.....	6	9	54	(a)	(a)
San Juan.....	11	5	M.	Porto Rican.	6	9	54	(a)	(a)
San Juan.....	14	10	M.	(b)	6	8	48	\$0.05 per 1,000.....	(c)
Packers, cigarettes:									
San Juan.....	14	34	M.	Porto Rican.	6	8	48	\$0.40 per 1,000.....	d \$1.33½
Shell makers, hand, cigarettes:									
San Juan.....	14	17	M.	Porto Rican.	6	8	48	\$0.15 per 1,000.....	d 1.33½
Shell maker, machine, cigarettes:									
San Juan.....	14	1	M.	Porto Rican.	6	9	54	\$0.04 per 1,000.....	d 1.00
Shipping clerk:									
San Juan.....	14	1	M.	Porto Rican.	6	9	54	\$7.50 per week....	1.25
Sorters cigars:									
Arecibo.....	11	3	M.	Porto Rican.	6	9	54	(e)	(e)
Ponce.....	11	3	M.	Spanish.....	6	9	54	(e)	(e)
Ponce.....	13	2	M.	Porto Rican.	6	9	54	(f)	(f)
San Juan.....	14	20	M.	Porto Rican.	6	8	48	\$0.40 per 1,000.....	(c)
San Juan.....	14	16	M.	(b)	6	8	48	\$1.25 per 1,000.....	(c)
Stenographer:									
San Juan.....	14	1	F.	Porto Rican.	6	8	48	\$25 per week.....	4.16½
Stock keeper:									
Ponce.....	13	1	M.	Porto Rican.	6	9	54	\$1.25 per day.....	1.25
Strippers:									
Arecibo.....	11	15	M.	Porto Rican.	6	9	54	\$0.02 per pound...	(c)
San Juan.....	11	10	F.	Porto Rican.	6	9	54	\$0.05 per pound...	d .30
Ponce.....	13	2	F.	Porto Rican.	6	9	54	\$0.05 per pound...	d .60
San Juan.....	13	3	F.	Porto Rican.	6	9	54	\$0.03 per pound...	d .30
San Juan.....	13	5	F.	Porto Rican.	6	9	54	\$0.02 per pound...	d .20
San Juan.....	14	210	F.	Porto Rican.	6	8	48	\$0.02½ per pound...	d .50
San Juan.....	14	50	F.	(b)	6	8	48	\$0.02½ per pound...	(c)
Teamster:									
San Juan.....	14	1	M.	Spanish.....	6	8	48	\$1 per day.....	1.00
Timekeeper:									
San Juan.....	14	1	M.	Porto Rican.	6	8	48	\$1 per day.....	1.00
Tobacco distributors:									
Bayamon.....	12	4	M.	Porto Rican.	6	9	54	\$0.75 per day.....	.75
Watchmen:									
Arecibo.....	11	2	M.	Porto Rican.	7	12	84	\$4 per week.....	.57
San Juan.....	14	1	M.	Spanish.....	7	10	70	\$0.10 per hour.....	1.00
Weighers:									
San Juan.....	14	10	M.	Porto Rican.	6	8	48	\$1 per day.....	1.00

COFFEE PLANTATIONS.

Care takers:									
Arecibo dept.....	17	1	M.	Porto Rican.	7	(g)	(g)	\$0.30 per day.....	\$0.30
San Juan.....	17	1	M.	Porto Rican.	7	(g)	(g)	\$1.50 per week (h).....	h .21½
San Juan.....	17	1	M.	Porto Rican.	7	(g)	(g)	\$1.20 per week (h).....	h .17
Carpenter:									
Ponce department.	15	1	M.	Porto Rican.	6	11	66	\$0.75 per day.....	.75
Carpenter's helper:									
Ponce department.	15	1	M.	Porto Rican.	6	11	66	\$0.35 per day.....	.35
Cultivators:									
Arecibo dept.....	17	2	M.	Porto Rican.	6	12	72	\$0.40 per day.....	.40
San Juan.....	17	6	M.	Porto Rican.	6	12	72	\$0.35 per day.....	.35
San Juan.....	17	337	M.	Porto Rican.	6	12	72	\$0.30 per day.....	.30
San Juan.....	17	1	M.	Porto Rican.	6	12	72	\$0.28 per day.....	.28
San Juan.....	17	1	M.	Porto Rican.	6	12	72	\$0.26 per day.....	.26
San Juan.....	17	29	M.	Porto Rican.	6	12	72	\$0.25 per day.....	.25

a Earnings vary from \$2.40 to \$3.50 per day, according to size of box. Rate of pay varies from \$0.60 to \$0.87½ per 1,000.

b Principally Porto Ricans.

c Not reported.

d Estimated.

e Rate of pay varies from \$0.75 to \$1.25 per 1,000, according to class of cigars.

f Earnings vary from \$1.25 to \$2 per day, according to class of cigars. Rate of pay varies from \$0.50 to \$1.75 per 1,000.

g Irregular.

h Employed all the year and also is furnished plot of ground on which to cultivate vegetables, etc., on halves.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES, BY OCCUPATIONS AND LOCALITIES—Continued.

COFFEE PLANTATIONS—Concluded.

Occupation and locality.	Establishment number.	Employees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equivalent rate per day.
Cultivators—Cone'd.									
Arecibo dept.	17	16	M.	Porto Rican.	6	12	72	\$0.20 per day.....	\$0.20
	17	a 5	M.	Porto Rican.	6	12	72	\$0.18 per day.....	.18
	17	a 13	M.	Porto Rican.	6	12	72	\$0.16 per day.....	.16
	17	a 15	M.	Porto Rican.	6	12	72	\$0.15 per day.....	.15
	17	a 1	M.	Porto Rican.	6	12	72	\$0.13 per day.....	.13
	17	a 12	M.	Porto Rican.	6	12	72	\$0.12 per day.....	.12
	17	a 2	M.	Porto Rican.	6	12	72	\$0.10 per day.....	.10
Mayaguez dept.	16	13	M.	Porto Rican.	6	10	60	\$0.30 per day.....	.30
Ponce department.	15	14	M.	Porto Rican.	6	11	66	\$0.25 per day (b)...	.25
Overseers:									
Arecibo dept.	17	1	M.	Porto Rican.	6	12	72	\$3.75 per week (c) ..	c. 62½
	17	1	M.	Porto Rican.	6	12	72	\$2.50 per week (c) ..	c. 41½
	17	2	M.	Porto Rican.	6	12	72	\$0.40 per day.....	.40
	17	1	M.	Porto Rican.	7	12	84	\$2.25 per week.....	.32
	17	1	M.	Porto Rican.	7	12	84	\$2.10 per week.....	.30
	17	1	M.	Porto Rican.	6	12	72	\$1.50 per week (c) ..	c. 25
Mayaguez dept.	16	2	M.	Porto Rican.	6	10	60	\$2.50 per week.....	.41½
Ponce department.	15	1	M.	Porto Rican.	7	11	77	\$0.30 per day.....	.30
Pickers:									
Arecibo dept.	17	d 600	M.	Porto Rican.	7	(e)	(f)	(f)	g. 26
Mayaguez dept.	16	d 36	M.	Porto Rican.	6	10	60	(h)	(i)
Ponce department.	15	d 22	M.	Porto Rican.	7	(e)	(e)	(f)	g. 26
Water boy:									
Arecibo dept.	17	1	M.	Porto Rican.	6	12	72	\$0.06 per day.....	.06
Wood chopper:									
Mayaguez dept.	16	1	M.	Porto Rican.	6	10	60	\$0.25 per cart.....	v. 41½

COFFEE SORTING AND POLISHING.

Engineer:									
Ponce.....	18	1	M.	Porto Rican.	6	10	60	\$1 per day (c)	\$1.00
Laborers:									
Ponce.....	18	4	M.	Porto Rican.	6	10	60	\$1.12½ per day.....	1.12½
Polisher:									
Ponce.....	18	1	M.	Porto Rican.	6	10	60	\$2 per day.....	2.00
Sorters:									
Ponce.....	18	200	F.	Porto Rican.	6	10	60	(j)	k. 35

COPPERSMITHING.

Apprentices:									
Ponce.....	19	6	M.	Porto Rican.	6	8½	51	\$0.50 per week....	\$0.084
Coppersmiths:									
Ponce.....	19	1	M.	Spanish.....	6	8½	51	\$1.50 per day (l) ..	1.50
	19	3	M.	Porto Rican.	6	8½	51	\$1.40 per day.....	1.40

COTTON GINNING.

Engineer:									
San Juan.....	20	1	M.	Porto Rican.	6	8	48	\$1 per day.....	\$1.00
Foreman:									
San Juan.....	20	1	M.	American....	6	8	48	\$80 per month.....	3.064
Ginners:									
San Juan.....	20	1	M.	Porto Rican.	6	8	48	\$0.75 per day.....	.75
	20	1	M.	Porto Rican.	6	8	48	\$0.60 per day.....	.60
Laborers:									
San Juan.....	20	2	M.	Porto Rican.	6	8	48	\$0.50 per day.....	.50
	20	3	M.	Porto Rican.	6	8	48	\$0.40 per day.....	.40

a Boys.

b And breakfast of codfish and plantains, estimated at 5 cents.

c Employed all the year.

d Not including women and children.

e Irregular.

f 8 cents per almud (about 10 pounds) of cleaned coffee.

g Estimated.

h 12 cents per almud (about 10 pounds) of cleaned coffee.

i Not reported.

j 5 cents per basket of about 20 pounds.

k Estimated.

l And board and lodging, estimated at 50 cents per day.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.**DRESSMAKING.**

Occupation and locality.	Establishment number.	Employees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equivalent rate per day.
Dressmakers:(^a) San Juan.....	21	3	F.	Porto Rican.	6	8	48	\$0.25 per day (^b) ..	\$0.25

FOUNDRY AND MACHINE SHOP.

Blacksmiths:									
San Juan.....	22	1	M.	Porto Rican.	6	9	54	\$2 per day.....	\$2.00
	22	1	M.	Porto Rican.	6	9	54	\$1 per day.....	1.00
Machinists:									
San Juan.....	22	1	M.	Porto Rican.	6	9	54	\$2 per day.....	2.00
	22	2	M.	Cuban.....	6	9	54	\$25 per month.....	.96
	22	2	M.	Spanish.....	6	9	54	\$25 per month.....	.96
	22	1	M.	Porto Rican.	6	9	54	\$0.75 per day.....	.75
Machinist's apprentices:									
San Juan.....	22	4	M.	Porto Rican.	6	9	54	\$0.25 per day.....	.25
	22	2	M.	Porto Rican.	6	9	54	\$0.15 per day.....	.15
	22	2	M.	Porto Rican.	6	9	54	\$0.10 per day.....	.10
Molders:									
San Juan.....	22	1	M.	Porto Rican.	6	9	54	\$2 per day.....	2.00
	22	1	M.	Porto Rican.	6	9	54	\$1.25 per day.....	1.25
	22	2	M.	Porto Rican.	6	9	54	\$1 per day.....	1.00
Molder's apprentices:									
San Juan.....	22	2	M.	Porto Rican.	6	9	54	\$0.25 per day.....	.25
Pattern maker:									
San Juan.....	22	1	M.	Spanish.....	6	9	54	\$2 per day.....	2.00

FRUIT CANNING, PINEAPPLES.

Corer:									
Mayaguez.....	23	1	M.	Porto Rican.	6	10	60	\$0.40 per day.....	\$0.40
Engineer:									
Mayaguez.....	23	1	M.	Porto Rican.	6	(^c)	(^c)	\$4 per week.....	.66½
Engineer's helper:									
Mayaguez.....	23	d 1	M.	Porto Rican.	6	(^c)	(^c)	\$2 per week.....	.33½
Laborers:									
Mayaguez.....	23	30	M.	Porto Rican.	6	10	60	\$0.50 per day.....	.50
	23	10	M.	Porto Rican.	6	10	60	\$0.40 per day.....	.40
	23	10	M.	Porto Rican.	6	10	60	\$0.30 per day.....	.30
	23	d 6	M.	Porto Rican.	6	10	60	\$0.25 per day.....	.25
	23	80	F.	Porto Rican.	6	10	60	\$0.25 per day.....	.25
Machinists:									
Mayaguez.....	23	3	M.	American....	6	10	60	\$2.50 per day.....	2.50
Peelers, machine:									
Mayaguez.....	23	2	M.	Porto Rican.	6	10	60	\$0.50 per day.....	.50
Processor:									
Mayaguez.....	23	1	M.	American....	6	10	60	\$6 per week.....	1.00
Slicer:									
Mayaguez.....	23	1	M.	Porto Rican.	6	10	60	\$0.40 per day.....	.40

FRUIT CULTURE, CITRUS.(^e)

Cultivators:									
Bayamon dept....	24	75	M.	Porto Rican.	7	10	70	\$0.40 per day.....	\$0.40
Foreman, cultivators:									
Bayamon dept....	24	1	M.	Porto Rican.	7	10	70	\$0.65 per day (^f) ..	.65
Foremen, gang:									
Bayamon dept....	24	14	M.	Porto Rican.	7	10	70	\$0.50 per day (^f) ..	.50
Manager:									
Bayamon dept....	24	1	M.	American....	7	10	70	\$100 per month...	3.29

^a Proprietress does all cutting and fitting.^b And two meals, estimated at 20 cents.^c Irregular.^d Boys.^e No fruit has been marketed.^f And house rent, estimated at \$1 per month.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SHOEMAKING.

Occupation and locality.	Establishment number.	Employees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equivalent rate per day.
Shoemakers: (a)									
Ponce.....	37	2	M.	Spanish.....	6	9	54	(b)	(c)
San Juan.....	37	12	M.	Porto Rican.	6	9	54	(b)	(c)
San Juan.....	38	1	M.	Italian.....	6	9	54	\$0.80 per pair.....	\$0.80
San Juan.....	38	1	M.	Porto Rican.	6	9	54	\$0.80 per pair.....	.80

STREET RAILWAY AND ELECTRIC LIGHTING.

Advertising agent:									
San Juan.....	40	1	M.	Scotch.....	6	8	48	\$80 per month....	\$3.06 ^d
Boiler hands:									
San Juan.....	40	1	M.	American....	6	10	60	\$1 per day.....	1.00
San Juan.....	40	2	M.	Porto Rican.	6	10	60	\$1 per day.....	1.00
Bookkeepers:									
Ponce.....	39	1	M.	Porto Rican.	6	10	60	\$65 per month....	2.49
San Juan.....	40	1	M.	Porto Rican.	6	9	54	\$65 per month....	2.49
Car cleaner: (e)									
Ponce.....	39	1	M.	Porto Rican.	7	12	84	\$30 per month....	.98 ^d
Carpenter:									
Ponce.....	39	1	M.	Porto Rican.	2	10	20	\$1.50 per day.....	1.50
Cashier:									
San Juan.....	40	1	M.	Porto Rican.	6	9	54	\$135 per month....	5.17 ^d
Clerk:									
Ponce.....	39	1	M.	Negro.....	6	10	60	\$20 per month....	.76 ^d
Coal passers:									
Ponce.....	39	1	M.	Porto Rican.	7	12	84	\$22.50 per month..	.74
San Juan.....	40	3	M.	Porto Rican.	7	8	56	\$0.75 per day.....	.75
Collectors:									
Ponce.....	39	1	M.	Porto Rican.	6	10	60	\$50 per month....	1.91 ^d
San Juan.....	40	1	M.	Porto Rican.	6	9	54	\$45 per month....	1.72 ^d
Conductors:									
Ponce.....	39	2	M.	Porto Rican.	7	11 ¹ / ₂	80 ¹ / ₂	\$37.50 per month..	1.23 ^d
San Juan.....	39	3	M.	Porto Rican.	7	9	63	\$27.60 per month..	.91
San Juan.....	40	18	M.	Porto Rican.	7	10	70	\$0.11 per hour....	1.10
Electrician:									
Ponce.....	39	1	M.	American....	7	10	70	\$83.33 per month..	2.74
Engineers:									
Ponce.....	39	1	M.	American....	7	10	70	\$83.33 per month..	2.74
San Juan.....	40	1	M.	American....	7	10	70	\$100 per month....	3.29
Engineers, assistant:									
Ponce.....	39	1	M.	Negro.....	7	12	84	\$64 per month....	2.10 ^d
San Juan.....	39	1	M.	Negro.....	7	12	84	\$55 per month....	1.81
San Juan.....	40	2	M.	Porto Rican.	7	8	56	\$1.75 per day.....	1.75
San Juan.....	40	1	M.	Porto Rican.	7	8	56	\$1.25 per day.....	1.25
Firemen:									
Ponce.....	39	1	M.	Porto Rican.	7	12	84	\$45 per month....	1.48
San Juan.....	39	1	M.	Porto Rican.	7	12	84	\$30 per month....	.98 ^d
Foreman, machine shop:									
San Juan.....	40	1	M.	Porto Rican.	6	9	54	\$2.25 per day.....	2.25
Foreman, track:									
San Juan.....	40	1	M.	Porto Rican.	6	9	54	\$50 per month....	1.91 ^d
San Juan.....	40	1	M.	American....	6	9	54	\$45 per month....	1.72 ^d
Hostler:									
Ponce.....	39	1	M.	Negro.....	7	10	70	\$18 per month....	.59
Inspector, lighting:									
San Juan.....	40	1	M.	Porto Rican.	6	10	60	\$30 per month....	1.15
Inspector, transportation:									
San Juan.....	40	1	M.	Porto Rican.	7	16	112	\$35 per month....	1.15
San Juan.....	40	1	M.	Porto Rican.	7	16	112	\$30 per month....	.98 ^d
Interpreter:									
San Juan.....	40	1	M.	American....	6	8	48	\$110 per month....	4.21 ^d
Laborers:									
Ponce.....	39	1	M.	Negro.....	6	10	60	\$20 per month....	.76 ^d
Ponce.....	39	6	M.	Porto Rican.	7 ¹ / ₂	10	75	\$0.60 per day.....	.60

a Proprietors do all cutting.

b Earn from \$4.50 to \$5 per week, pay varying from \$0.40 to \$1.12 per pair.

c From \$0.75 to \$0.83¹/₂.

d Estimated.

e Also acts as pitman.

Average.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

STREET RAILWAY AND ELECTRIC LIGHTING—Concluded.

Occupation and locality.	Establishment number.	Employees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equivalent rate per day.
Laborers, track:									
San Juan.....	40	19	M.	Porto Rican.	6	9	54	\$0.06 per hour....	\$0.54
Linemen:									
Ponce.....	39	2	M.	Porto Rican.	6	10	60	\$30 per month....	1.15
San Juan.....	40	1	M.	Swedish.....	6	10	60	\$40 per month....	1.53
	40	3	M.	Porto Rican.	6	10	60	\$28 per month....	1.07
	40	2	M.	Porto Rican.	6	10	60	\$24 per month....	.92
Machinists:									
Ponce.....	39	1	M.	American....	7	10	70	\$100 per month....	3.29
San Juan.....	40	1	M.	Porto Rican.	6	9	54	\$2 per day.....	2.00
	40	1	M.	Porto Rican.	6	10	60	\$1.75 per day....	1.75
	40	2	M.	Porto Rican.	6	9	54	\$1.50 per day....	1.50
	40	1	M.	Porto Rican.	6	9	54	\$1.25 per day....	1.25
	40	3	M.	Porto Rican.	6	9	54	\$1 per day.....	1.00
Machinist's helpers:									
Ponce.....	39	1	M.	Negro.....	7	10	70	\$45 per month....	1.48
San Juan.....	40	2	M.	Porto Rican.	6	9	54	\$0.75 per day....	.75
Messengers:									
San Juan.....	40	2	M.	Porto Rican.	6	9	54	\$16 per month....	.61
Motormen:									
Ponce.....	39	3	M.	Porto Rican.	7	10½	73½	\$35 per month....	1.15
	39	2	M.	Porto Rican.	7	8	56	\$25 per month....	.82
San Juan.....	40	18	M.	Porto Rican.	7	10	70	\$0.11 per hour....	1.10
Oilers:									
Ponce.....	39	1	M.	Porto Rican.	7	12	84	\$22.50 per month..	.74
	39	1	M.	Japanese....	7	12	84	\$22.50 per month..	.74
Oilers, power house:									
San Juan.....	40	3	M.	Porto Rican.	7	8	56	\$0.75 per day.....	.75
Receiving teller:									
San Juan.....	40	1	M.	Porto Rican.	6½	9	58½	\$65 per month....	2.13½
Stenographer:									
San Juan.....	40	1	M.	English.....	6	9	54	\$75 per month....	2.87½
Stock-room boy:									
Ponce.....	39	1	M.	Porto Rican.	6	10	60	\$10.50 per month..	.44
Storekeepers:									
Ponce.....	39	1	M.	American....	6	10	60	\$65 per month....	2.49
San Juan.....	40	1	M.	French.....	7	10	70	\$30 per month....	.98½
Superintendents, gen'l:									
Ponce.....	39	1	M.	American....	7	10	70	\$125 per month....	4.11
San Juan.....	40	1	M.	American....	7	16	112	\$125 per month....	4.11
Superintendents, assistant:									
Ponce.....	39	1	M.	American....	7	10	70	\$75 per month....	2.46½
	39	1	M.	American....	7	10	70	\$60 per month....	1.97½
San Juan.....	40	2	M.	American....	6	10	60	\$75 per month....	2.87½
	40	1	M.	American....	7	16	112	\$85 per month....	2.79½
Switch-board men:									
San Juan.....	40	1	M.	Porto Rican.	6	9	54	\$1 per day.....	1.00
	40	1	M.	Porto Rican.	6	9	54	\$0.06 per hour....	.54
Track greasers:									
Ponce.....	39	1	M.	Porto Rican.	7	10	70	\$22.50 per month..	.74
San Juan.....	40	1	M.	Porto Rican.	7	10	70	\$0.75 per day.....	.75
Track sanders:									
San Juan.....	40	2	M.	Porto Rican.	7	10	70	\$0.06 per hour....	.60
Track walker:									
San Juan.....	40	1	M.	Porto Rican.	7	10	70	\$0.10 per hour....	1.00
Treasurer, assistant:									
Ponce.....	39	1	M.	American....	6	10	60	\$100 per month....	3.83½
Trolley tender, freight:									
San Juan.....	40	1	M.	Porto Rican.	6	10	60	\$0.06 per hour....	.60
Watchman:									
Ponce.....	39	1	M.	Porto Rican.	7	12	84	\$25 per month....	.82
Watchman, barn:									
San Juan.....	40	1	M.	Porto Rican.	7	10	70	\$50 per month....	1.64½
Watchman, machine shop:									
San Juan.....	40	1	M.	American....	7	10	70	\$50 per month....	1.64½
Watchman, office:									
San Juan.....	40	1	M.	Porto Rican.	7	10	70	\$39 per month....	1.28
Wiremen:									
Ponce.....	39	1	M.	American....	6	10	60	\$60 per month....	2.30
	39	2	M.	Porto Rican.	6½	11½	74½	\$30 per month....	.98½
	39	2	M.	Porto Rican.	7	11½	80½	\$21 per month....	.69
San Juan.....	40	1	M.	Porto Rican.	6	10	60	\$30 per month....	1.15
	40	3	M.	Porto Rican.	6	10	60	\$1 per day.....	1.00

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR MANUFACTURE.

Occupation and locality.	Establishment number.	Employees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equivalent rate per day.
Bag fillers:									
Bayamon dept....	41	4	M.	Porto Rican.	6	(a)	(a)	\$0.07 per ton.....	\$40.80
Bag marker:									
Bayamon dept....	41	1	M.	Porto Rican.	6	9	54	\$1.20 per day.....	1.20
Bag sewer:									
Bayamon dept....	41	1	M.	Porto Rican.	6	6	36	\$1 per day.....	1.00
Bag stowers:									
Bayamon dept....	41	7	M.	Porto Rican.	(a)	(a)	(a)	\$0.07 per ton.....	6.75
Blacksmiths:									
Bayamon dept....	41	1	M.	Porto Rican.	6	10	60	\$1.25 per day.....	1.25
	41	1	M.	Porto Rican.	6	10	60	\$0.80 per day.....	.80
Blacksmith's helpers:									
Bayamon dept....	41	1	M.	Porto Rican.	6	10	60	\$0.40 per day.....	.40
	41	1	M.	Porto Rican.	6	10	60	\$0.25 per day.....	.25
Boiler cleaners:									
Bayamon dept....	41	1	M.	Porto Rican.	6	3	18	*\$0.63 per day.....	.63
	41	1	M.	Porto Rican.	6	3	18	\$0.50 per day.....	.50
Cane weigher:									
Bayamon dept....	41	1	M.	Porto Rican.	6	12	72	\$0.90 per day.....	.90
Carpenters:									
Bayamon dept....	41	1	M.	Porto Rican.	6	10	60	\$1.50 per day.....	1.50
	41	1	M.	Porto Rican.	6	10	60	\$1.25 per day.....	1.25
	41	1	M.	Porto Rican.	6	10	60	\$1.12 per day.....	1.12
	41	3	M.	Porto Rican.	6	10	60	\$1 per day.....	1.00
Carpenter's helpers:									
Bayamon dept....	41	4	M.	Porto Rican.	6	10	60	\$0.60 per day.....	.60
	41	3	M.	Porto Rican.	6	10	60	\$0.50 per day.....	.50
Cooper:									
Bayamon dept....	41	1	M.	Porto Rican.	(a)	(a)	(a)	\$3 per day (c)....	c 3.00
Cooper's helper:									
Bayamon dept....	41	1	M.	Porto Rican.	6	10	60	\$0.70 per day.....	.70
Engineers, locomotive:									
Bayamon dept....	41	2	M.	Porto Rican.	6	12	72	\$1 per day.....	1.00
	41	3	M.	Porto Rican.	6	12	72	\$0.90 per day.....	.90
Engineers, mill:									
Bayamon dept....	41	3	M.	Porto Rican.	6	12	72	\$0.85 per day.....	.85
Engineers, mill, asst.:									
Bayamon dept....	41	4	M.	Porto Rican.	6	12	72	\$0.60 per day.....	.60
Firemen:									
Bayamon dept....	41	1	M.	Porto Rican.	6	12	72	\$0.95 per day.....	.95
	41	1	M.	Porto Rican.	6	12	72	\$0.80 per day.....	.80
	41	4	M.	Porto Rican.	6	12	72	\$0.60 per day.....	.60
Foreman, laborers:									
Bayamon dept....	41	1	M.	Porto Rican.	6	12	72	\$1.40 per day.....	1.40
Foreman, teamsters:									
Bayamon dept....	41	1	M.	Porto Rican.	6	12	72	\$0.75 per day.....	.75
Laborers, general:									
Bayamon dept....	41	1	M.	Porto Rican.	6	10	60	\$0.60 per day.....	.60
	41	2	M.	Porto Rican.	6	10	60	\$0.50 per day.....	.50
Laborers, mill:									
Bayamon dept....	41	2	M.	Porto Rican.	6	12	72	\$0.80 per day.....	.80
	41	2	M.	Porto Rican.	6	12	72	\$0.75 per day.....	.75
	41	17	M.	Porto Rican.	6	12	72	\$0.70 per day.....	.70
	41	2	M.	Porto Rican.	6	12	72	\$0.65 per day.....	.65
	41	27	M.	Porto Rican.	6	12	72	\$0.60 per day.....	.60
	41	3	M.	Porto Rican.	6	12	72	\$0.55 per day.....	.55
	41	13	M.	Porto Rican.	6	12	72	\$0.50 per day.....	.50
	41	1	F.	Porto Rican.	6	9	54	\$0.40 per day.....	.40
	41	d2	M.	Porto Rican.	6	12	72	\$0.40 per day.....	.40
	41	d1	M.	Porto Rican.	6	12	72	\$0.35 per day.....	.35
	41	d2	M.	Porto Rican.	6	12	72	\$0.30 per day.....	.30
Laborers, railroad:									
Bayamon dept....	41	1	M.	Porto Rican.	6	9	54	\$0.80 per day.....	.80
	41	1	M.	Porto Rican.	6	9	54	\$0.70 per day.....	.70
	41	5	M.	Porto Rican.	6	9	54	\$0.60 per day.....	.60
	41	1	M.	Porto Rican.	6	9	54	\$0.55 per day.....	.55
	41	20	M.	Porto Rican.	6	9	54	\$0.50 per day.....	.50
	41	d1	M.	Porto Rican.	6	9	54	\$0.37 per day.....	.37
	41	d2	M.	Porto Rican.	6	9	54	\$0.25 per day.....	.25
Shipping hands:									
Bayamon dept....	41	7	M.	Porto Rican.	(a)	(a)	(a)	\$0.14 per ton.....	b .80

a Irregular.

b Estimated.

c Average.

d Boys.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR MANUFACTURE—Concluded.

Occupation and locality.	Establishment number.	Employees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equivalent rate per day.
Sugar boiler:									
Bayamon dept....	41	1	M.	West Indian.	6	12	72	\$100 per month...	\$3.83 ^a
Sugar boiler's assts.:									
Bayamon dept....	41	2	M.	West Indian.	6	12	72	\$90 per month....	3.45
	41	1	M.	West Indian.	6	12	72	\$70 per month....	2.68 ^a
Teamsters:									
Bayamon dept....	41	a 7	M.	Porto Rican.	6	12	72	\$0.35 per day.....	.35
Watchmen:									
Bayamon dept....	41	1	M.	Porto Rican.	6	12	72	\$0.65 per day.....	.65
	41	1	M.	Spanish.....	6	12	72	\$0.65 per day.....	.65
	41	1	M.	Porto Rican.	6	12	72	\$0.55 per day.....	.55

SUGAR PLANTATIONS.

Bag fillers:									
Ponce department.	47	(b)	M.	Porto Rican.	6	12	72	\$3 per 100 bags (c).	(b)
Bag marker:									
Bayamon dept....	45	1	M.	Porto Rican.	6	9 ¹ / ₂	57	\$0.50 per day.....	\$0.50
Blacksmiths:									
Arecibo dept.....	43	1	M.	Porto Rican.	6	12	72	\$1.62 ¹ / ₂ per day.....	1.62 ¹ / ₂
	44	1	M.	Porto Rican.	6	10	60	\$1 per day.....	1.00
Bayamon dept....	45	1	M.	Porto Rican.	6	9 ¹ / ₂	57	\$1.50 per day.....	1.50
Guayama dept....	42	1	M.	Porto Rican.	6	10	60	\$2.75 per day.....	2.75
Ponce department.	46	1	M.	Porto Rican.	6	8	48	\$1.75 per day (d)...	d 1.75
	46	2	M.	Porto Rican.	6	8	48	\$1.50 per day (d)...	d 1.50
	46	1	M.	Porto Rican.	6	8	48	\$1.25 per day (d)...	d 1.25
	46	1	M.	Porto Rican.	6	8	48	\$1.12 ¹ / ₂ per day.....	1.12 ¹ / ₂
	46	1	M.	Porto Rican.	6	9	54	\$1.12 ¹ / ₂ per day.....	1.12 ¹ / ₂
	46	1	M.	Porto Rican.	5 ¹ / ₂	8	44	\$1 per day.....	1.00
	46	1	M.	Porto Rican.	6	8	48	\$1 per day (e).....	e 1.00
	46	1	M.	Porto Rican.	6	8	48	\$1 per day (d).....	d 1.00
	46	1	M.	Porto Rican.	6	8	48	\$0.60 per day (e)...	e .60
	47	2	M.	Porto Rican.	6	12	72	\$1.40 per day (f)...	f 1.40
	47	1	M.	Porto Rican.	6	12	72	\$1.20 per day (f)...	f 1.20
Blacksmith's helpers:									
Arecibo dept.....	43	1	M.	Porto Rican.	6	12	72	\$0.55 per day.....	.55
	44	1	M.	Porto Rican.	6	10	60	\$0.50 per day.....	.50
Bayamon dept....	45	1	M.	Porto Rican.	6	9 ¹ / ₂	57	\$0.75 per day.....	.75
Ponce department.	46	1	M.	Porto Rican.	6	8	48	\$0.87 per day (d)...	d .87
	46	1	M.	Porto Rican.	6	8	48	\$0.75 per day (d)...	d .75
	46	2	M.	Porto Rican.	6	8	48	\$0.40 per day (e)...	e .40
	47	3	M.	Porto Rican.	6	12	72	\$0.45 per day (f)...	f .45
Boiler hands:									
Bayamon dept....	45	1	M.	Porto Rican.	6	9 ¹ / ₂	57	\$0.56 per day.....	.56
	45	6	M.	Porto Rican.	6	9 ¹ / ₂	57	\$0.50 per day.....	.50
	45	a 1	M.	Porto Rican.	6	9 ¹ / ₂	57	\$0.25 per day.....	.25
Bookkeepers:									
Arecibo dept.....	43	1	M.	Spanish.....	6	10	60	\$100 per month...	3.83 ^a
	44	1	M.	Porto Rican.	6	10	60	\$20 per week.....	3.33 ^a
Bayamon dept....	45	1	M.	American.....	6	9 ¹ / ₂	57	(g)	2.32
Ponce department.	46	1	M.	French.....	6	9	54	\$50 per month (h).	h 1.91 ¹ / ₂
	46	1	M.	French.....	6	9	54	\$40 per month (h).	h 1.55 ¹ / ₂
Cane cutters:									
Arecibo dept.....	44	1	M.	Porto Rican.	6	9	54	\$1 per day.....	1.00
	44	23	M.	Porto Rican.	6	9	54	\$0.60 per day.....	.60
	44	10	M.	Porto Rican.	6	9	54	\$0.55 per day.....	.55
	44	19	M.	Porto Rican.	6	9	54	\$0.50 per day.....	.50
	44	2	M.	Porto Rican.	6	9	54	\$0.45 per day.....	.45
Bayamon dept....	45	(b)	M.	Porto Rican.	6	(i)	(i)	\$0.02 ¹ / ₂ per 100lbs.(c)	(b)
Ponce department.	46	(b)	M.	Porto Rican.	(i)	(i)	(i)	\$0.42 per ton(c)...	(b)
	47	1	M.	Porto Rican.	6	12	72	\$0.60 per day.....	.60
	47	2	M.	Porto Rican.	6	12	72	\$0.50 per day.....	.50
	47	1	M.	Porto Rican.	6	12	72	\$0.45 per day.....	.45
	47	7	M.	Porto Rican.	6	12	72	\$0.40 per day.....	.40
	47	3	M.	Porto Rican.	6	12	72	\$0.35 per day.....	.35

a Boys.

b Not reported.

c Contract work.

d Employed at setting up machinery in new mill.

e And house rent for one employee.

f And house rent, estimated at \$2 per month.

g For 5 months, \$78 per month; remainder of year, \$48 per month.

h And board and lodging, estimated at \$15 per month.

i Irregular.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR PLANTATIONS—Continued.

Occupation and locality.	Establishment number.	Employees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equivalent rate per day.
Cane cutters and haulers:									
Ponce department.	46	(a)	M.	Porto Rican.	6	(b)	(b)	\$0.65 per ton (c)...	(a)
Cane cutters and loaders:									
Arecibo dept	43	(a)	M.	Porto Rican.	6	(b)	(b)	\$0.02½ per 100 pounds. (c)	(a)
Ponce department.	46	(a)	M.	Porto Rican.	6	(b)	(b)	\$0.55 per ton (c)...	(a)
	46	(a)	M.	Porto Rican.	(b)	(b)	(b)	\$0.37 per ton (c)...	(a)
	46	(a)	M.	Porto Rican.	6	(b)	(b)	\$0.35 per ton (c)...	(a)
Cane cutters, seed:									
Ponce department.	46	(a)	M.	Porto Rican.	(b)	(b)	(b)	\$0.40 per ear (c)...	(a)
Cane hole diggers:									
Ponce department.	46	(a)	M.	Porto Rican.	(b)	(b)	(b)	\$0.25 per 100 (c)...	(a)
	46	(a)	M.	Porto Rican.	6	(b)	(b)	\$0.20 per acre (c)...	(a)
Cane hole markers:									
Ponce department.	46	(a)	M.	Porto Rican.	(b)	(b)	(b)	\$0.40 per acre (c)...	(a)
Cane loaders:									
Bayamon dept....	45	(a)	M.	Porto Rican.	6	(b)	(b)	\$0.08 per cart (c)...	(a)
Cane planters:									
Bayamon dept....	45	(a)	M.	Porto Rican.	6	(b)	(b)	\$8 per acre (c).....	(a)
Ponce department.	46	(a)	M.	Porto Rican.	6	(b)	(b)	\$5 per acre (c).....	(a)
	46	(a)	M.	Porto Rican.	(b)	(b)	(b)	\$4 per acre (c).....	(a)
	46	(a)	M.	Porto Rican.	6	(b)	(b)	\$2.75 per acre (c).....	(a)
	46	(a)	M.	Porto Rican.	(b)	(b)	(b)	\$2.25 per acre (c).....	(a)
	46	(a)	M.	Porto Rican.	6	(b)	(b)	\$1.50 per acre (c).....	(a)
	46	(a)	M.	Porto Rican.	(b)	(b)	(b)	\$0.01½ per vara (d)...	(a)
	46	(a)	M.	Porto Rican.	(b)	(b)	(b)	\$0.01 per vara (d)...	(a)
	47	(a)	M.	Porto Rican.	6	(b)	(b)	\$5 per acre (c).....	(a)
Cane weighers:									
Arecibo dept	43	1	M.	Porto Rican.	6	(b)	(b)	\$50 per month.....	\$1.91½
	44	1	M.	Porto Rican.	6	12	72	\$8 per week.....	1.33½
Bayamon dept....	45	1	M.	Porto Rican.	6	9½	57	\$1 per day.....	1.00
Guayama dept....	42	1	M.	American....	6	10	60	\$60 per month (e)...	\$2.30
	42	1	M.	Norwegian...	6	10	60	\$60 per month (e)...	\$2.30
Ponce department.	46	2	M.	French.....	6	9	54	\$40 per month (f)...	\$1.53½
Cane weigher's helper:									
Bayamon dept....	45	1	M.	Porto Rican.	6	9½	57	\$0.75 per day.....	.75
Carpenters:									
Arecibo dept	43	1	M.	Porto Rican.	6	12	72	\$1.12½ per day.....	1.12½
	43	1	M.	Porto Rican.	6	12	72	\$0.75 per day.....	.75
	44	1	M.	Porto Rican.	6	10	60	\$1.50 per day.....	1.50
	44	1	M.	Porto Rican.	6	10	60	\$0.75 per day.....	.75
Bayamon dept....	45	1	M.	Porto Rican.	6	9½	57	\$1.75 per day.....	1.75
Guayama dept....	42	4	M.	British West Indian.	6	10	60	\$2.50 per day.....	2.50
Ponce department.	46	1	M.	Porto Rican.	6	8	48	\$2.50 per day (g)...	\$2.50
	46	2	M.	Porto Rican.	6	8	48	\$1.62 per day (g)...	\$1.62
	46	3	M.	Porto Rican.	6	8	48	\$1.50 per day (g)...	\$1.50
	46	1	M.	Porto Rican.	5½	8	44	\$1.50 per day.....	1.50
	46	2	M.	Porto Rican.	6	8	48	\$1.25 per day (h)...	\$1.25
	46	2	M.	Porto Rican.	6	8	48	\$1.12½ per day (h)...	\$1.12½
	46	1	M.	Porto Rican.	6	9	54	\$1.12½ per day.....	1.12½
	46	1	M.	Porto Rican.	6	8	48	\$0.70 per day.....	.70
	46	1	M.	Porto Rican.	5½	8	44	\$0.50 per day.....	.50
	47	1	M.	Porto Rican.	6	12	72	\$1.75 per day (i)...	\$1.75
	47	3	M.	Porto Rican.	6	12	72	\$1.20 per day (i)...	\$1.20
Carpenter's helpers:									
Bayamon dept....	45	2	M.	Porto Rican.	6	9½	57	\$1 per day.....	1.00
Ponce department.	46	1	M.	Porto Rican.	6	8	48	\$0.75 per day (j)...	\$.75
	46	1	M.	Porto Rican.	6	8	48	\$0.46 per day (k)...	\$.46
	46	1	M.	Porto Rican.	6	8	48	\$0.35 per day.....	.35
	46	1	M.	Porto Rican.	5½	8	44	\$0.25 per day.....	.25
	47	1	M.	Porto Rican.	6	12	72	\$0.75 per day (l)...	\$.75

a Not reported.

b Irregular.

c Contract work.

d Contract work; a vara—about 33 inches.

e And board and lodging, estimated at \$4 per week.

f And board and lodging, estimated at \$15 per month.

g Employed at setting up machinery in new mill.

h And house.

i And house rent, estimated at \$2 per month.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR PLANTATIONS—Continued.

Occupation and locality.	Establishment number.	Em- ploy- ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equi- valent rate per day.
Cashier:									
Guayama dept....	43	1	M.	American....	6	10	60	\$175 per month ^(a)	\$6.71
Centrifugal tenders:									
Arecibo dept.....	43	(b)	M.	(b)	6½	(c)	(c)	\$0.06 per bag ^(d) ..	(b)
Ponce department.	46	(b)	M.	Porto Rican.	6	9	54	\$0.05 per bag ^(d) ..	(b)
	47	5	M.	Porto Rican.	6	12	72	\$2.50 pr. 100 bags ^(d) ..	\$ 7.74
	47	4	M.	Porto Rican.	6	12	72	\$8 per 100 bags ^(d) ..	\$ 7.34
Chemists:									
Arecibo dept	43	1	M.	Dutch	6	12	72	\$100 per month ^(f) ..	\$ 3.84
Guayama dept	42	1	M.	Russian.....	6	10	60	\$250 per month ^(g) ..	\$ 9.58
	42	1	M.	German.....	6	10	60	\$125 per month ^(g) ..	\$ 4.79
	42	1	M.	Russian.....	6	10	60	\$125 per month ^(g) ..	\$ 4.79
Ponce department.	46	1	M.	French	6	9	54	\$160 per month ^(h) ..	\$ 6.13
Chemist's assistants:									
Ponce department.	46	4	M.	French.....	6	9	54	\$30 per month ^(h) ..	\$ 1.15
Chemist, distillery:									
Ponce department.	46	1	M.	Spanish.....	6	10	60	\$50 per month.....	1.91
Clerks:									
Guayama dept....	42	1	M.	Porto Rican.	6	10	60	\$75 per month ^(g) ..	\$ 2.87
	42	1	M.	Porto Rican.	6	10	60	\$40 per month ^(g) ..	\$ 1.53
Clerk, disbursing:									
Ponce department.	46	1	M.	French.....	6	9	54	\$60 per month.....	2.30
Clerks, distillery:									
Ponce department.	46	1	M.	French.....	6	10	60	\$60 per month.....	2.30
	46	1	M.	French.....	6	10	60	\$30 per month.....	1.15
Clerks, mill:									
Ponce department.	46	1	M.	French.....	6	9	54	\$40 per month ^(h) ..	\$ 1.53
	46	1	M.	Spanish.....	6	9	54	\$30 per month ^(h) ..	\$ 1.15
Coachmen:									
Ponce department.	46	1	M.	Porto Rican.	7	12	84	\$5.50 per week ⁽ⁱ⁾ ..	\$ 7.84
	46	2	M.	Porto Rican.	7	12	84	\$0.60 per day ^(j) ..	\$.60
	46	1	M.	Porto Rican.	7	12	84	\$0.25 per day ^(j) ..	\$.25
Conductors, railroad:									
Guayama dept....	42	4	M.	Porto Rican.	6	10	60	\$1.25 per day.....	1.25
Cooks:									
Ponce department.	46	3	F.	Porto Rican.	7	12	84	\$0.40 per day ^(j) ..	\$.40
	46	1	M.	Porto Rican.	7	12	84	\$0.40 per day ^(j) ..	\$.40
	46	1	F.	Porto Rican.	7	12	84	\$2 per week ^(j) ..	\$.28
	46	1	F.	Porto Rican.	7	12	84	\$1.87 per week ^(j) ..	\$.26
	46	1	F.	Porto Rican.	7	(c)	(c)	\$0.20 per day ^(j) ..	\$.20
	46	1	M.	Porto Rican.	7	(c)	(c)	\$0.20 per day ^(j) ..	\$.20
	47	1	F.	Porto Rican.	7	12	84	\$0.36½ per day ^(j) ..	\$.36½
Cook's helpers:									
Ponce department.	46	2	M.	Porto Rican.	7	12	84	\$0.40 per day ^(j) ..	\$.40
	46	1	M.	Porto Rican.	7	12	84	\$0.23 per day ^(j) ..	\$.23
	46	1	M.	Porto Rican.	7	12	84	\$0.20 per day ^(j) ..	\$.20
Cooper:									
Bayamon dept....	45	1	M.	Porto Rican.	6	9½	57	\$1.37½ per day.....	1.37½
Cultivators:									
Ponce department.	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$1.70 per acre ^(d) ..	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$1.50 per acre ^(d) ..	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$1.40 per acre ^(d) ..	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$1.20 per acre ^(d) ..	(b)
	46	(b)	M.	Porto Rican.	(c)	(c)	(c)	\$1 per acre ^(d) ..	(b)
	46	(b)	M.	Porto Rican.	(c)	(c)	(c)	\$0.50 per acre ^(d) ..	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.40 per acre ^(d) ..	(b)
	46	(b)	M.	Porto Rican.	(c)	(c)	(c)	\$0.37½ per acre ^(d) ..	(b)
	47	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.30 per acre ^(d) ..	(b)
	47	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.20 per acre ^(d) ..	(b)
Distiller:									
Bayamon dept....	45	1	M.	Porto Rican.	6	9½	57	\$0.87½ per day.....	.87½
Ditch cleaners:									
Ponce department.	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$1.86 per acre ^(d) ..	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.40 per acre ^(d) ..	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.20 per acre ^(d) ..	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.15 per acre ^(d) ..	(b)

^a And house rent, estimated at \$10 per month.^b Not reported.^c Irregular.^d Contract work.^e Estimated.^f And bonus of 1½ cents per bag of 240 pounds of sugar.^g With board and lodging, estimated at \$4 per week.^h And board and lodging, estimated at \$15 per month.ⁱ And house.^j And board and lodging, estimated at \$2 per week.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR PLANTATIONS—Continued.

Occupation and locality.	Establishment number.	Employees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equivalent rate per day.
Ditchers:									
Arecibo dept.....	44	2	M.	Porto Rican.	6	9	54	\$0.60 per day.....	\$0.60
	44	2	M.	Porto Rican.	6	9	54	\$0.50 per day.....	.50
Bayamon dept.....	45	3	M.	Porto Rican.	6	9½	57	\$0.62½ per day.....	.62½
Ponce department.	46	(a)	M.	Porto Rican.	6	(b)	(b)	\$0.80 per acre (c)...	(a)
	46	(a)	M.	Porto Rican.	6	(b)	(b)	\$0.40 per acre (c)...	(a)
	46	(a)	M.	Porto Rican.	(b)	(b)	(b)	\$0.02 per vara (d)...	(a)
Ditch men:									
Ponce department.	46	1	M.	Porto Rican.	6	10	60	\$0.63 per day (e)....	\$.63
	46	8	M.	Porto Rican.	6	10	60	\$0.50 per day (e)....	\$.50
	46	30	M.	Porto Rican.	6½	9	58½	\$0.50 per day.....	.50
	46	19	M.	Porto Rican.	5½	9	49½	\$0.50 per day (e)....	\$.50
	46	13	M.	Porto Rican.	5½	9	49½	\$0.50 per day (f)....	\$.50
	46	15	M.	Porto Rican.	5½	10	55	\$0.50 per day (e)....	\$.50
	46	10	M.	Porto Rican.	7	(b)	(b)	\$0.50 per day.....	.50
	46	12	M.	Porto Rican.	6	10	60	\$0.46 per day (e)....	\$.46
	46	3	M.	Porto Rican.	6½	9	58½	\$0.45 per day.....	.45
	46	7	M.	Porto Rican.	5½	9	49½	\$0.40 per day (f)....	\$.40
	46	2	M.	Porto Rican.	6½	9	58½	\$0.40 per day.....	.40
	46	4	M.	Porto Rican.	5½	10	55	\$0.40 per day (e)....	\$.40
	46	3	M.	Porto Rican.	5½	9	49½	\$0.30 per day (f)....	\$.30
	46	1	M.	Porto Rican.	6½	9	58½	\$0.20 per day.....	.20
	47	8	M.	Porto Rican.	7	12	84	\$0.50 per day.....	.50
Electrician:									
Ponce department.	46	1	M.	Porto Rican.	6	9	54	\$1.75 per day.....	1.75
Electrician, assistant:									
Ponce department.	46	1	M.	Porto Rican.	6	9	54	\$1.25 per day.....	1.25
Electrician's helper:									
Ponce department.	46	1	M.	Porto Rican.	6	9	54	\$0.75 per day.....	.75
Engineers:									
Bayamon dept....	45	2	M.	Porto Rican.	6	9½	57	\$0.80 per day.....	.80
	45	1	M.	Porto Rican.	6	9½	57	\$0.75 per day.....	.75
	45	1	M.	Porto Rican.	6	9½	57	\$0.62½ per day.....	.62½
Ponce department.	47	2	M.	Porto Rican.	7	12	84	\$0.80 per day.....	.80
Engineer, distillery:									
Ponce department.	46	1	M.	French.....	(b)	(b)	(b)	\$200 per month (h)...	\$ 6.57½
Engineer's helpers, mill:									
Ponce department.	46	2	M.	Porto Rican.	6	9	54	\$0.65 per day.....	.65
Engineers, locomotive:									
Guayama dept....	42	2	M.	American....	6	10	60	\$3 per day (i).....	\$3.00
	42	2	M.	British West Indian.	6	10	60	\$3 per day.....	3.00
Ponce department.	46	1	M.	American....	6	9	54	\$100 per month (j)...	\$3.83½
Engineers, mill:									
Guayama dept....	42	1	M.	American....	6	10	60	\$200 per month (i)...	\$7.67
	42	1	M.	Porto Rican.	6	10	60	\$100 per month (k)...	\$3.83½
Engineers, mill, assistant:									
Arecibo dept.....	43	1	M.	Porto Rican.	6½	(b)	(b)	\$75 per month....	2.65½
Ponce department.	46	2	M.	French.....	6	9	54	\$60 per month (f)...	\$2.30
	46	2	M.	French.....	6	9	54	\$60 per month (i)...	\$2.30
Engineers, mill, chief:									
Arecibo dept.....	43	1	M.	English.....	6½	(b)	(b)	\$135 per month (m)...	\$4.78
Ponce department.	46	1	M.	French.....	6	9	54	\$100 per month (f)...	\$3.83½
Engineer, pump:									
Guayama dept....	42	1	M.	American....	6	10	60	\$141.50 per mo. (k)...	\$5.42½
Engineer, steam plow:									
Guayama dept....	42	1	M.	American....	6	10	60	\$100 per month (n)...	\$3.83½

a Not reported.

b Irregular.

c Contract work.

d Contract work; a vara = about 33 inches.

e And house.

f And breakfast of bread and coffee, estimated at 5 cents.

g Boy.

h And house rent, estimated at \$25 per month.

i And board and lodging, estimated at \$4 per week.

j And board and lodging, estimated at \$15 per month.

k And house rent, estimated at \$5 per month.

l And house rent, estimated at \$12 per month.

m And bonus of 1 cent per 100 pounds of sugar.

n And lodging, estimated at \$3 per month.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR PLANTATIONS—Continued.

Occupation and locality.	Establishment number.	Employees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equivalent rate per day.
Fence men:									
Ponce department.	46	1	M.	Porto Rican.	5½	8	44	\$0.50 per day (a)...	\$0.50
	46	1	M.	Porto Rican.	5½	9	49½	\$0.50 per day.....	.50
	46	3	M.	Porto Rican.	5½	10	55	\$0.50 per day.....	.50
	46	1	M.	Porto Rican.	5½	8	44	\$0.40 per day (a)...	.40
	46	1	M.	Porto Rican.	5½	9	49½	\$0.40 per day.....	.40
	46	1	M.	Porto Rican.	5½	10	55	\$0.40 per day.....	.40
	47	2	M.	Porto Rican.	6	12	72	\$0.50 per day.....	.50
Fertilizers:									
Bayamon dept....	45	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.50 per acre (d) ..	(b)
Ponce department.	46	(b)	M.	Porto Rican.	5½	(c)	(c)	\$0.80 per acre (d) ..	(b)
Field hands:									
Arecibo dept.....	43	4	F.	Porto Rican.	6	11	66	\$0.55 per day.....	.55
	43	376	M.	Porto Rican.	6	11	66	\$0.55 per day.....	.55
	43	e 20	M.	Porto Rican.	6	11	66	\$0.30 per day.....	.30
	44	5	M.	Porto Rican.	6	9	54	\$0.60 per day.....	.60
	44	9	M.	Porto Rican.	6	9	54	\$0.55 per day.....	.55
	44	10	M.	Porto Rican.	6	9	54	\$0.50 per day.....	.50
	44	1	M.	Porto Rican.	6	10	60	\$0.50 per day.....	.50
	44	1	F.	Porto Rican.	6	9	54	\$0.45 per day.....	.45
	44	e 2	M.	Porto Rican.	6	9	54	\$0.35 per day.....	.35
Bayamon dept....	45	1	M.	Porto Rican.	6	9½	57	\$0.69 per day.....	.69
	45	1	M.	Porto Rican.	6	9½	57	\$0.62½ per day.....	.62½
	45	1	M.	Porto Rican.	6	9½	57	\$0.56½ per day.....	.56½
	45	1	M.	Porto Rican.	6	9½	57	\$0.56 per day.....	.56
	45	27	M.	Porto Rican.	6	9½	57	\$0.50 per day.....	.50
	45	3	M.	Porto Rican.	6	9½	57	\$0.40 per day.....	.40
	45	1	M.	Porto Rican.	6	9½	57	\$0.35 per day.....	.35
	45	2	M.	Porto Rican.	6	9½	57	\$0.30 per day.....	.30
	45	11	M.	Porto Rican.	6	9½	57	\$0.25 per day.....	.25
	45	(e)	M.	Porto Rican.	3	9	27	\$0.20 per day.....	.20
	45	(e)	M.	Porto Rican.	6	9½	57	\$0.15 per day.....	.15
Guayama dept....	42	(f)	(f)	(f)	(f)	(f)	(f)	(f)	(f)
Ponce department.	46	1	M.	Porto Rican.	5½	10	55	\$0.63 per day (a)...	.63
	46	4	M.	Porto Rican.	5½	9	49½	\$0.50 per day (g)...	.50
	46	2	M.	Porto Rican.	5½	10	55	\$0.50 per day (a)...	.50
	46	2	M.	Porto Rican.	6	10	60	\$0.50 per day.....	.50
	46	2	M.	Porto Rican.	5½	10	55	\$0.46 per day.....	.46
	46	1	M.	Porto Rican.	6½	9	58½	\$0.45 per day (a)...	.45
	46	1	M.	Porto Rican.	6	11	66	\$0.45 per day.....	.45
	46	15	M.	Porto Rican.	5½	9	49½	\$0.40 per day (g)...	.40
	46	24	M.	Porto Rican.	5½	9	49½	\$0.40 per day (a)...	.40
	46	3	M.	Porto Rican.	5½	10	55	\$0.40 per day (a)...	.40
	46	7	M.	Porto Rican.	6½	9	58½	\$0.40 per day (a)...	.40
	46	1	M.	Porto Rican.	5½	9	49½	\$0.35 per day (g)...	.35
	46	8	M.	Porto Rican.	5½	9	49½	\$0.35 per day.....	.35
	46	7	M.	Porto Rican.	5½	9	49½	\$0.30 per day (g)...	.30
	46	2	M.	Porto Rican.	6	11	66	\$0.30 per day.....	.30
	46	e 1	M.	Porto Rican.	6½	9	58½	\$0.25 per day.....	.25
	46	e 2	M.	Porto Rican.	5½	9	49½	\$0.20 per day (g)...	.20
	46	e 1	M.	Porto Rican.	6	11	66	\$0.15 per day.....	.15
	47	3	M.	Porto Rican.	6	12	72	\$0.60 per day.....	.60
	47	1	M.	Porto Rican.	7	12	84	\$0.55 per day.....	.55
	47	17	M.	Porto Rican.	6	12	72	\$0.50 per day.....	.50
	47	14	M.	Porto Rican.	6	12	72	\$0.40 per day.....	.40
	47	1	M.	Porto Rican.	7	12	84	\$0.40 per day.....	.40
	47	1	M.	Porto Rican.	6	12	72	\$0.35 per day.....	.35
	47	e 6	M.	Porto Rican.	6	12	72	\$0.20 per day.....	.20
	47	1	M.	Porto Rican.	6	12	72	\$0.15 per day.....	.15
	47	20	M.	Porto Rican.	6	12	72	\$0.12½ per day.....	.12½
	47	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.70 per acre (h) ..	(b)
	47	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.60 per acre (i) ..	(b)
	47	(b)	M.	Porto Rican.	6	(c)	(c)	\$1.20 per acre (j) ..	(b)
	47	(b)	M.	Porto Rican.	6	(c)	(c)	\$1.20 per acre (k) ..	(b)

a And house.

b Not reported.

c Irregular.

d Contract work.

e Boys.

f All field work on this plantation is done by contract, there being about 600 men and boys and 30 females so employed. Men hired by the day earn from 50 to 60 cents, women 35 cents.

g And breakfast of bread and coffee, estimated at 5 cents.

h Heaping cane leaves.

i Lining cane leaves.

j Leveling land.

k Weeding cane.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR PLANTATIONS—Continued.

Occupation and locality.	Establishment number.	Employees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equivalent rate per day.
Firemen:									
Arecibo dept.....	43	6	M.	Porto Rican.	6½	12	78	\$0.70 per day.....	\$0.70
	44	2	M.	Porto Rican.	6	10	60	\$0.65 per day.....	.65
	44	8	M.	Porto Rican.	6	10	60	\$0.55 per day.....	.55
	44	1	M.	Porto Rican.	6	10	60	\$0.50 per day.....	.50
	44	1	M.	Porto Rican.	6	10	60	\$0.45 per day.....	.45
	44	a 1	M.	Porto Rican.	6	10	60	\$0.25 per day.....	.25
	44	a 1	M.	Porto Rican.	6	10	60	\$0.20 per day.....	.20
Bayamon dept....	45	1	M.	Porto Rican.	6	9½	57	\$0.80 per day.....	.80
	45	2	M.	Porto Rican.	6	9½	57	\$0.62½ per day.....	.62½
Ponce department.	46	1	M.	Porto Rican.	6	9	54	\$0.75 per day.....	.75
	46	13	M.	Porto Rican.	6	9	54	\$0.55 per day.....	.55
	47	18	M.	Porto Rican.	6	6	36	\$0.65 per day.....	.65
Fireman, locomotive:									
Ponce department.	46	1	M.	Porto Rican.	6	9	54	\$0.62 per day.....	.62
Foremen, laborers, railroad:									
Guayama dept....	42	3	M.	Porto Rican.	6	10	60	\$2 per day.....	2.00
Foreman, laborers, yard:									
Ponce department.	46	1	M.	Porto Rican.	6	9	54	\$0.70 per day.....	.70
Furrow markers:									
Ponce department.	46	(b)	M.	Porto Rican.	(c)	(c)	(c)	\$1.12½ per acre(d) ..	(b)
Gardener:									
Ponce department.	47	1	M.	Porto Rican.	7	12	84	\$0.45 per day(e) ..	e .45
Grass cutters:									
Ponce department.	46	(b)	M.	Porto Rican.	(c)	(c)	(c)	\$1 per acre(d).....	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.90 per acre(d) ..	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.80 per acre(d) ..	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.60 per acre(d) ..	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.50 per acre(d) ..	(b)
Grass cutters and plowmen:									
Ponce department.	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$1.40 per acre(d) ..	(b)
	46	(b)	M.	Porto Rican.	(c)	(c)	(c)	\$1.12½ per acre(d) ..	(b)
	46	(b)	M.	Porto Rican.	(c)	(c)	(c)	\$0.62½ per acre(d) ..	(b)
Harrows:									
Bayamon dept....	45	(b)	M.	Porto Rican.	6	(c)	(c)	\$1 per acre(d).....	(b)
Ponce department.	46	(b)	M.	Porto Rican.	(c)	(c)	(c)	\$4 per acre(d).....	(b)
	46	(b)	M.	Porto Rican.	(c)	(c)	(c)	\$0.37½ per acre(d) ..	(b)
	46	(b)	M.	Porto Rican.	6	(c)	(c)	\$0.35 per acre(d) ..	(b)
Housekeeper:									
Ponce department.	46	1	F.	French.....	7	12	84	\$20 per month(f) ..	f .66
Housemaids:									
Ponce department.	46	1	F.	Porto Rican.	7	12	84	\$0.30 per day(f) ..	f .30
	46	1	F.	Porto Rican.	7	12	84	\$1.75 per week(f) ..	f .25
	46	4	F.	Porto Rican.	7	12	84	\$0.25 per day(f) ..	f .25
	46	1	F.	Porto Rican.	7	12	84	\$1.50 per week(f) ..	f .21½
	46	1	F.	Porto Rican.	7	12	84	\$0.20 per day(f) ..	f .20
	47	2	F.	Porto Rican.	7	12	84	\$0.35 per day(f) ..	f .35
	47	1	F.	Porto Rican.	7	12	84	\$0.17½ per day(f) ..	f .17½
Laborers, distillery:									
Bayamon dept....	45	4	M.	Porto Rican.	6	9½	57	\$0.50 per day.....	.50
	45	a 1	M.	Porto Rican.	6	9½	57	\$0.25 per day.....	.25
Ponce department.	46	2	M.	Porto Rican.	6	10	60	\$0.62½ per day.....	.62½
	46	2	M.	Porto Rican.	6	10	60	\$0.60 per day.....	.60½
	46	5	M.	Porto Rican.	6	10	60	\$0.50 per day.....	.50
	46	7	M.	Porto Rican.	6	10	60	\$0.46 per day.....	.46
	46	4	M.	Porto Rican.	6	10	60	\$0.40 per day.....	.40
Laborers, general:									
Arecibo dept.....	43	1	M.	Porto Rican.	7	12	84	\$3.50 per week....	.50
Ponce department.	46	1	M.	Porto Rican.	7	12	84	\$0.75 per day(g) ..	g .75
	46	1	M.	Porto Rican.	6	9	54	\$0.60 per day.....	.60
	46	1	M.	Porto Rican.	6½	12	78	\$0.55 per day(f) ..	f .55
	46	7	M.	Porto Rican.	6	9	54	\$0.50 per day.....	.50

a Boys.

b Not reported.

c Irregular.

d Contract work.

e And house rent, estimated at \$2 per month.

f And board and lodging, estimated at \$2 per week.

g And house.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR PLANTATIONS—Continued.

Occupation and locality.	Establishment number.	Employees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equivalent rate per day.
Laborers, general— Concluded.									
Ponce department.	46	1	M.	Porto Rican.	7	12	84	\$0.50 per day (a)	\$0.50
	46	1	M.	Porto Rican.	7	12	84	\$0.50 per day (b)	.50
	46	1	M.	Porto Rican.	6	9	54	\$0.40 per day	.40
	46	1	M.	Porto Rican.	5½	10	55	\$0.40 per day (a)	a .40
	46	1	M.	Porto Rican.	7	12	84	\$0.40 per day (a)	a .40
	46	1	M.	Porto Rican.	7	12	84	\$0.40 per day (b)	b .40
	46	1	M.	Porto Rican.	7	12	84	\$0.37 per day (b)	b .37
	46	1	M.	Porto Rican.	7	12	84	\$0.25 per day (a)	a .25
	46	c 3	M.	Porto Rican.	6	9	54	\$0.15 per day	.15
Laborers, general, farming:									
Ponce department.	46	10	M.	Porto Rican.	6	12	72	\$0.50 per day	.50
Laborer, laboratory:									
Ponce department.	46	1	M.	Porto Rican.	6	9	54	\$0.60 per day	.60
Laborers, mill:									
Guayama dept	42	40	M.	Porto Rican.	6	10	60	\$0.75 per day	.75
	42	110	M.	Porto Rican.	6	10	60	\$0.60 per day	.60
	42	50	M.	Porto Rican.	6	10	60	\$0.50 per day	.50
	42	20	M.	Porto Rican.	6	10	60	\$0.35 per day	.35
Arecibo dept.	43	2	M.	Porto Rican.	6½	12	78	\$0.85 per day	.85
	43	10	M.	Porto Rican.	6½	12	78	\$0.60 per day	.60
	43	12	M.	Porto Rican.	6½	12	78	\$0.55 per day	.55
	43	2	M.	Porto Rican.	6½	12	78	\$0.40 per day	.40
	43	c 6	M.	Porto Rican.	6½	12	78	\$0.30 per day	.30
	44	2	M.	Porto Rican.	6	10	60	\$0.60 per day	.60
	44	59	M.	Porto Rican.	6	10	60	\$0.55 per day	.55
	44	17	M.	Porto Rican.	6	10	60	\$0.50 per day	.50
	44	22	M.	Porto Rican.	6	10	60	\$0.45 per day	.45
	44	33	M.	Porto Rican.	6	10	60	\$0.40 per day	.40
	44	c 6	M.	Porto Rican.	6	10	60	\$0.35 per day	.35
	44	c 11	M.	Porto Rican.	6	10	60	\$0.25 per day	.25
	44	c 11	M.	Porto Rican.	6	10	60	\$0.20 per day	.20
Bayamon dept	45	2	M.	Porto Rican.	6	9½	57	\$0.87½ per day	.87½
	45	7	M.	Porto Rican.	6	9½	57	\$0.62½ per day	.62½
	45	8	M.	Porto Rican.	6	9½	57	\$0.62 per day	.62
	45	3	M.	Porto Rican.	6	9½	57	\$0.56½ per day	.56½
	45	15	M.	Porto Rican.	6	9½	57	\$0.56 per day	.56
	45	28	M.	Porto Rican.	6	9½	57	\$0.50 per day	.50
	45	1	M.	Porto Rican.	6	9½	57	\$0.45 per day	.45
	45	3	M.	Porto Rican.	6	9½	57	\$0.40 per day	.40
	45	c 6	M.	Porto Rican.	6	9½	57	\$0.25 per day	.25
Ponce department.	46	2	M.	Porto Rican.	6	9	54	\$1 per day	1.00
	46	2	M.	Porto Rican.	6	8	48	\$0.87 per day (d)	d .87
	46	1	M.	Porto Rican.	6	9	54	\$0.85 per day	.85
	46	13	M.	Porto Rican.	6	8	48	\$0.75 per day (d)	d .75
	46	2	M.	Porto Rican.	6	9	54	\$0.65 per day	.65
	46	21	M.	Porto Rican.	6	8	48	\$0.62 per day (d)	d .62
	46	1	M.	Porto Rican.	6	9	54	\$0.62 per day	.62
	46	8	M.	Porto Rican.	6	8	48	\$0.60 per day (d)	d .60
	46	7	M.	Porto Rican.	6	9	54	\$0.60 per day	.60
	46	30	M.	Porto Rican.	6	9	54	\$0.55 per day	.55
	46	36	M.	Porto Rican.	6	8	48	\$0.50 per day (d)	d .50
	46	62	M.	Porto Rican.	6	9	54	\$0.50 per day	.50
	46	6	M.	Porto Rican.	6	9	54	\$0.45 per day	.45
	46	3	M.	Porto Rican.	6	9	54	\$0.40 per day	.40
	46	1	M.	Porto Rican.	6	9	54	\$0.35 per day	.35
	47	1	M.	Porto Rican.	6	12	72	\$0.85 per day	.85
	47	1	M.	Porto Rican.	6	12	72	\$0.80 per day	.80
	47	1	M.	Porto Rican.	6	12	72	\$0.70 per day	.70
	47	13	M.	Porto Rican.	6	12	72	\$0.65 per day	.65
	47	13	M.	Porto Rican.	6	12	72	\$0.60 per day	.60
	47	36	M.	Porto Rican.	6	12	72	\$0.50 per day	.50
	47	11	M.	Porto Rican.	6	12	72	\$0.45 per day	.45
	47	5	M.	Porto Rican.	6	12	72	\$0.40 per day	.40
	47	1	M.	Porto Rican.	6	12	72	\$0.35 per day	.35
	47	c 3	M.	Porto Rican.	6	12	72	\$0.30 per day	.30
	47	c 1	M.	Porto Rican.	6	12	72	\$0.25 per day	.25
	47	c 2	M.	Porto Rican.	6	12	72	\$0.20 per day	.20

a And board and lodging, estimated at \$2 per week.

b And house.

c Boys.

d Employed at setting up machinery in new mill.

e Boys and old men.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR PLANTATIONS—Continued.

Occupation and locality.	Establishment number.	Employees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equivalent rate per day.
Laborers, pump:									
Bayamon dept....	45	2	M.	Porto Rican.	6	9 $\frac{1}{2}$	57	\$0.62 $\frac{1}{2}$ per day....	\$0.62 $\frac{1}{2}$
	45	1	M.	Porto Rican.	6	9 $\frac{1}{2}$	57	\$0.50 per day....	.50
Ponce department.	46	2	M.	Porto Rican.	6	9	54	\$0.90 per day....	.90
Laborers, railroad:									
Guayama dept....	42	20	M.	Porto Rican.	6	10	60	\$1.25 per day....	1.25
	42	20	M.	Porto Rican.	6	10	60	\$0.75 per day....	.75
Laborers, skilled, mill:									
Guayama dept....	42	3	M.	Porto Rican.	6	10	60	\$2.75 per day(a)....	\$2.75
	42	4	M.	Porto Rican.	6	10	60	\$2.50 per day(a)....	\$2.50
	42	3	M.	Porto Rican.	6	10	60	\$2.00 per day(a)....	\$2.00
	42	4	M.	Porto Rican.	6	10	60	\$1.75 per day(a)....	\$1.75
	42	14	M.	Porto Rican.	6	10	60	\$1.50 per day(a)....	\$1.50
	42	10	M.	Porto Rican.	6	10	60	\$1.25 per day(a)....	\$1.25
	42	25	M.	Porto Rican.	6	10	60	\$1 per day(c)....	\$1.00
Laborers, tramway:									
Arecibo dept.....	44	1	M.	Porto Rican.	6	10	60	\$0.65 per day....	.65
	44	3	M.	Porto Rican.	6	10	60	\$0.60 per day....	.60
	44	2	M.	Porto Rican.	6	10	60	\$0.35 per day....	.35
	45	4	M.	Porto Rican.	6	9 $\frac{1}{2}$	57	\$0.62 $\frac{1}{2}$ per day....	.62 $\frac{1}{2}$
Ponce department.	46	2	M.	Porto Rican.	5 $\frac{1}{2}$	10	55	\$0.50 per day....	.50
	47	2	M.	Porto Rican.	6	12	72	\$0.50 per day....	.50
Laborers, yard:									
Ponce department.	46	8	M.	Porto Rican.	6	9	54	\$0.50 per day....	.50
	46	7	M.	Porto Rican.	6	9	54	\$0.45 per day....	.45
	46	1	M.	Porto Rican.	6	9	54	\$0.20 per day....	.20
	46	9	M.	Porto Rican.	6	9	54	\$0.15 per day....	.15
Land clearers:									
Arecibo dept.....	44	1	M.	Porto Rican.	6	9	54	\$0.60 per day....	.60
	44	4	M.	Porto Rican.	6	9	54	\$0.55 per day....	.55
	44	13	M.	Porto Rican.	6	9	54	\$0.50 per day....	.50
	44	1	M.	Porto Rican.	6	9	54	\$0.30 per day....	.30
Ponce department.	46	(c)	M.	Porto Rican.	6	(d)	(d)	\$0.18 $\frac{1}{2}$ per acre(e)....	(e)
Land preparers:									
Ponce department.	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	\$1.22 per acre(e)....	(e)
	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	\$1 per acre(e)....	(e)
	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	\$0.90 per acre(e)....	(e)
	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	\$0.80 per acre(e)....	(e)
	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	\$0.75 per acre(e)....	(e)
	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	\$0.73 per acre(e)....	(e)
	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	\$0.60 per acre(e)....	(e)
	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	\$0.50 per acre(e)....	(e)
	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	\$0.40 per acre(e)....	(e)
	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	\$0.37 $\frac{1}{2}$ per acre(e)....	(e)
	46	(c)	M.	Porto Rican.	(d)	(d)	(d)	\$0.25 per acre(e)....	(e)
Lime burners:									
Ponce department.	47	4	M.	Porto Rican.	6	12	72	\$0.50 per day....	.50
Machinists:									
Arecibo dept.....	43	1	M.	Porto Rican.	6	12	72	\$0.85 per day....	.85
	43	3	M.	Porto Rican.	6 $\frac{1}{2}$	12	78	\$0.80 per day....	.80
	43	3	M.	Porto Rican.	6 $\frac{1}{2}$	12	78	\$0.70 per day....	.70
	43	2	M.	Porto Rican.	6 $\frac{1}{2}$	12	78	\$0.60 per day....	.60
	44	1	M.	Porto Rican.	6	11	66	\$1.5 per week....	2.50
	44	f1	M.	Porto Rican.	6	10	60	\$7.50 per week....	1.25
	44	f12	M.	Porto Rican.	6	10	60	\$0.65 per day....	.65
	44	f1	M.	Porto Rican.	6	10	60	\$0.55 per day....	.55
Guayama dept....	42	1	M.	American....	6	10	60	\$1.50 per month(g)....	\$5.75
	42	1	M.	American....	6	10	60	\$3 per day(g)....	\$3.00
	42	2	M.	Porto Rican.	6	10	60	\$2.75 per day(a)....	\$2.75
	42	2	M.	Porto Rican.	6	10	60	\$2.50 per day(a)....	\$2.50
Ponce department.	46	2	M.	Porto Rican.	6	8	48	\$3.50 per day(h)....	\$3.50
	46	2	M.	Porto Rican.	6	8	48	\$3 per day(h)....	\$3.00
	46	1	M.	Porto Rican.	6	9	54	\$2.90 per day....	2.90
	46	1	M.	Porto Rican.	6	8	48	\$2.25 per day(h)....	\$2.25
	46	7	M.	Porto Rican.	6	8	48	\$2 per day(h)....	\$2.00

a And lodging, estimated at \$3 per month.

b Boys.

c Not reported.

d Irregular.

e Contract work.

f Also act as engineers.

g And board and lodging, estimated at \$4 per week.

h Employed at setting up machinery in new mill.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR PLANTATIONS—Continued.

Occupation and locality.	Establishment number.	Employees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equivalent rate per day.
Machinists—Cane'd.									
Ponce department.	46	1	M.	Porto Rican.	6	8	48	\$1.25 per day (a)...	\$1.25
	46	1	M.	Porto Rican.	6	8	48	\$1 per day (a).....	\$1.00
Machinist's helpers:									
Ponce department.	46	1	M.	Porto Rican.	6	9	54	\$0.90 per day.....	.90
	46	1	M.	Porto Rican.	6	9	54	\$0.85 per day.....	.85
	46	2	M.	Porto Rican.	6	9	54	\$0.75 per day.....	.75
Messenger:									
Arecibo dept.....	43	1	M.	Porto Rican.	7	8	56	\$3 per week.....	.43
Overseers:									
Bayamon dept....	45	5	M.	Porto Rican.	7	9½	66½	\$30 per month (b)...	3.98½
Ponce department.	46	3	M.	Porto Rican.	7	12	84	\$0.80 per day (c)...	c. 80
	46	2	M.	Porto Rican.	7	12	84	\$0.75 per day (d)...	d. 75
	46	3	M.	Porto Rican.	7	12	84	\$0.70 per day (e)...	e. 70
	46	1	M.	Porto Rican.	7	12	84	\$0.50 per day (f)...	f. 50
	46	5	M.	Porto Rican.	7	12	84	\$0.50 per day (f)...	f. 50
	47	1	M.	Porto Rican.	7	12	84	\$10 per week (g)...	g 1.43
	47	1	M.	Porto Rican.	7	12	84	\$7 per week (g)...	g 1.00
Overseers, field:									
Arecibo dept.....	43	1	M.	Spanish.....	6	11	66	\$150 per month...	5.75
	44	1	M.	Porto Rican.	6	11	66	\$20 per week.....	3.33½
Guayama dept....	42	1	M.	English.....	6	10	60	\$150 per month (h)...	h 5.75
	42	2	M.	German.....	6	10	60	\$150 per month (h)...	h 5.75
Overseers, field, asst.:									
Arecibo dept.....	43	1	M.	Spanish.....	6	11	66	\$60 per month.....	2.30
Guayama dept.....	42	1	M.	Porto Rican.	6	10	60	\$75 per month (i)...	i 2.87½
	42	1	M.	Porto Rican.	6	10	60	\$62 per month (i)...	i 2.37½
	42	1	M.	Porto Rican.	6	10	60	\$45 per month (i)...	i 1.72½
Overseer, gang:									
Arecibo dept.....	43	10	M.	Porto Rican.	6	11	66	\$0.75 per day.....	.75
Overseers, general farming:									
Ponce department.	46	2	M.	Porto Rican.	7	(j)	(j)	\$0.40 per day.....	.40
	46	1	M.	Porto Rican.	7	(j)	(j)	\$0.33 per day.....	.33
	46	1	M.	Porto Rican.	7	(j)	(j)	\$2 per week.....	.28½
Overseers, mill:									
Arecibo dept.....	44	1	M.	Porto Rican.	6	11	66	\$10 per week.....	1.66½
Guayama dept....	42	1	M.	American....	6	10	60	\$100 per month (g)...	g 3.83½
	42	1	M.	American....	6	10	60	\$75 per month (k)...	k 2.87½
Ponce department.	47	1	M.	Porto Rican.	7	12	84	\$12 per week.....	1.71½
	47	1	M.	Porto Rican.	7	12	84	\$10 per week.....	1.43
	47	1	M.	Porto Rican.	7	12	84	\$7 per week.....	1.00
	47	3	M.	Porto Rican.	7	12	84	\$6 per week.....	.85½
Ox feeders:									
Ponce department.	46	16	M.	Porto Rican.	5½	10	55	\$0.10 per day.....	.10
	47	1	M.	Porto Rican.	7	12	84	\$0.20 per day.....	.20
	47	19	M.	Porto Rican.	7	12	84	\$0.12½ per day.....	.12½
Plowmen:									
Arecibo dept.....	44	1	M.	Porto Rican.	6	9	54	\$0.55 per day.....	.55
	44	12	M.	Porto Rican.	6	9	54	\$0.25 per day.....	.25
Bayamon dept....	45	2	M.	Porto Rican.	6	9½	57	\$0.62 per day.....	.62
	45	1	M.	Porto Rican.	6	9½	57	\$0.50 per day.....	.50
	45	1	M.	Porto Rican.	6	9½	57	\$0.40 per day.....	.40
	45	13	M.	Porto Rican.	6	9½	57	\$0.20 per day.....	.20
	45	11	M.	Porto Rican.	6	9½	57	\$0.15 per day.....	.15
Ponce department.	46	(m)	M.	Porto Rican.	(j)	(j)	(j)	\$1.75 per acre (n)...	(m)
	46	(m)	M.	Porto Rican.	(j)	(j)	(j)	\$1.12½ per acre (n)...	(m)
	46	(m)	M.	Porto Rican.	(j)	(j)	(j)	\$0.75 per acre (n)...	(m)
Plumber:									
Ponce department.	46	1	M.	Porto Rican.	6	8	48	\$3.50 per day (a)...	\$3.50
Rattoon cultivator:									
Bayamon dept....	45	(m)	M.	Porto Rican.	6	(j)	(j)	\$0.40 per acre (n)...	(m)
Roller tenders:									
Ponce department.	46	(m)	M.	Porto Rican.	6	9	54	\$0.04 per ton of cane. (n)	(m)

a Employed at setting up machinery in new mill.

b And house rent, estimated at \$8 per month.

c And house.

d And board and lodging, estimated at \$2 per week.

e And allowance of \$0.50 per day for food.

f And house and allowance of \$3 per week for food.

g And house rent, estimated at \$2 per month.

h And house rent, estimated at \$5 per month.

i And lodging, estimated at \$3 per month.

j Irregular.

k And board and lodging, estimated at \$4 per week.

l Boys.

m Not reported.

n Contract work.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES,
BY OCCUPATIONS AND LOCALITIES—Continued.

SUGAR PLANTATIONS—Concluded.

Occupation and locality.	Establishment number.	Employees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equivalent rate per day.
Teamsters—Cont'd.									
Ponce department.	47	1	M.	Porto Rican.	7	12	84	\$0.45 per day (a) ..	\$0.45
	47	1	M.	Porto Rican.	6	12	72	\$0.40 per day	.80
	47	1	M.	Porto Rican.	7	12	84	\$0.40 per day (a) ..	a.40
Teamster's helpers:									
Ponce department.	46	b 3	M.	Porto Rican.	5½	10	55	\$0.20 per day	.20
Timekeeper:									
Guayama dept	42	1	M.	American	6	10	60	\$75 per month (c) ..	c 2.87½
	42	3	M.	Porto Rican.	6	10	60	\$40 per month (d) ..	d 1.53½
Top plant gatherer:									
Bayamon dept	45	(e)	M.	Porto Rican.	6	(f)	(f)	\$0.40 per car (g) ...	(e)
Waiter:									
Ponce department.	47	1	M.	Porto Rican.	7	12	84	\$0.50 per day (h) ..	h.50
Warehouseman:									
Ponce department.	46	1	M.	French	6	9	54	\$40 per month (f) ..	f 1.53½
Watchmen:									
Ponce department.	46	1	M.	Porto Rican.	7	12	84	\$0.70 per day	.70
	46	3	M.	Porto Rican.	7	12	84	\$0.60 per day	.60
	46	3	M.	Porto Rican.	7	12	84	\$0.50 per day (h) ..	h.50
	46	7	M.	Porto Rican.	7	12	84	\$0.50 per day (f) ..	f.50
	46	8	M.	Porto Rican.	7	12	84	\$0.50 per day	.50
	46	4	M.	Porto Rican.	7	12	84	\$0.40 per day (f) ..	f.40
	46	2	M.	Porto Rican.	7	6	42	\$0.25 per day (h) ..	h.25
	47	1	M.	Porto Rican.	7	12	84	\$0.86 per day	.86
	47	1	M.	Porto Rican.	7	12	84	\$0.50 per day (e) ..	e.50
	47	2	M.	Porto Rican.	7	12	84	\$0.50 per day	.50
	47	1	M.	Porto Rican.	7	12	84	\$0.45 per day	.45
Watchmen, ditch:									
Ponce department.	46	1	M.	Porto Rican.	7	12	84	\$1 per week (k)	k.14½
	46	1	M.	Porto Rican.	7	12	84	\$0.70 per week (k) ..	k.10
Watchmen, field:									
Arecibo dept	43	2	M.	Porto Rican.	7	(f)	(f)	\$3 per week	.43
Watchmen, mill:									
Arecibo dept	43	1	M.	Porto Rican.	7	12	84	\$4 per week	.57
	44	1	M.	Porto Rican.	7	12	84	\$3.50 per week	.50
Water boy:									
Bayamon dept	45	1	M.	Porto Rican.	6	9½	57	\$0.25 per day	.25
Wiper, locomotive:									
Ponce department.	46	1	M.	Porto Rican.	6	9	54	\$0.50 per day	.50
Wood choppers:									
Ponce department.	46	(e)	M.	Porto Rican.	(f)	(f)	(f)	\$8 per 100 trees (g) ..	(e)

TAILOR SHOPS.

Apprentice:									
San Juan	49	1	M.	Porto Rican.	6	9	54	\$1 per week	\$0.16½
Tailors: (l)									
Ponce	48	2	M.	Porto Rican.	6	10	60	\$2 per day (m)	m 2.00
San Juan	49	3	M.	Porto Rican.	6	9	54	\$1 per day	1.00

a And house rent, estimated at \$2 per month.

b Boys.

c And board and lodging, estimated at \$4 per week.

d And lodging, estimated at \$3 per month.

e Not reported.

f Irregular.

g Contract work.

h And board and lodging, estimated at \$2 per week.

i And board and lodging, estimated at \$15 per month.

j And house.

k Employed on several plantations and receives pay from each.

l Proprietors do all cutting.

m Average earnings, from piece rates, estimated by employer.

WAGES AND HOURS OF LABOR OF EMPLOYEES IN VARIOUS INDUSTRIES
BY OCCUPATIONS AND LOCALITIES—Concluded.

TOBACCO CULTURE.

Occupation and locality.	Establishment number.	Employees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equivalent rate per day.
Cultivators:									
Aibonito.....	50	435	M.	Porto Rican.	6	10	60	\$0.45 per day ^(a) ..	^a \$0.45
Field hands:									
Aibonito.....	50	600	(b)	(c)	(d)	(d)	(d)	\$0.40 per day ^(a) ..	^a .40
Harvesters:									
Aibonito.....	50	900	(b)	Porto Rican ^e	6	10	60	\$0.40 per day ^(a) ..	^a .40
Laborers, curing houses:									
Aibonito.....	50	30	M.	Porto Rican.	6	10	60	\$0.45 per day ^(a) ..	^a .45
Teamsters:									
Aibonito.....	50	20	M.	Porto Rican.	6	(d)	(d)	\$0.40 per day ^(a) ..	^a .40
Tobacco curers:									
Aibonito.....	50	30	M.	Porto Rican.	(d)	(d)	(d)	\$0.40 per day ^(a) ..	^a .40

WAGES AND HOURS OF LABOR OF SUPERINTENDENTS, PRINCIPALS,
TEACHERS, AND JANITORS IN PUBLIC SCHOOLS.

[Teachers employed in the public schools of the island receive, in addition to their salaries, which are paid directly by the insular department of education, certain allowances for house rent from the local school boards. These amounts vary from \$3 to \$8 per month in the rural districts and from \$10 to \$15 in the cities, and are presumably based upon the usual cost of house rent in the several localities, as well as the relative importance of the position held by the teacher. The salaries of teachers are paid in twelve monthly installments, although the school year consists of nine calendar months. During the three months' vacation drafts in payment of salary are mailed to any address desired.]

Occupation.	Employees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.
Superintendents:							
Common schools.....	2	M.	American.....	(f)	(f)	(f)	\$1,400 per year.
	2	M.	American.....	(f)	(f)	(f)	\$1,300 per year.
	5	M.	American.....	(f)	(f)	(f)	\$1,200 per year.
	1	M.	Porto Rican..	(f)	(f)	(f)	\$1,200 per year.
	8	M.	American.....	(f)	(f)	(f)	\$1,000 per year.
	1	M.	Porto Rican..	(f)	(f)	(f)	\$1,000 per year.
	^g 1	M.	Porto Rican..	(f)	(f)	(f)	^g \$1,800 per year
Principals:							
Common schools.....	29	M.	Porto Rican..	5	6	30	\$675 per year.
	3	F.	Porto Rican..	5	6	30	\$675 per year.
High schools.....	1	M.	American.....	5	6	30	\$1,500 per year.
	2	M.	American.....	5	6	30	\$1,200 per year.
	1	M.	American.....	5	6	30	\$1,000 per year.
Industrial schools.....	2	M.	American.....	5	6	30	\$1,500 per year.
	1	M.	American.....	5	6	30	\$1,200 per year.
	1	M.	American.....	5	6	30	\$1,000 per year.
	1	F.	Porto Rican..	5	6	30	\$900 per year.
Principals, acting:							
Common schools.....	18	M.	Porto Rican..	5	6	30	\$540 per year.
	3	F.	Porto Rican..	5	6	30	\$540 per year.
Principal, supervising:							
Industrial schools.....	1	M.	American.....	(f)	(f)	(f)	\$2,500 per year.
Teachers:							
Common graded schools, Eng.	2	F.	American.....	5	6	30	\$675 per year.
	1	M.	American.....	5	6	30	\$540 per year.
	4	M.	Porto Rican..	5	6	30	\$540 per year.
	14	F.	Porto Rican..	5	6	30	\$540 per year.
	8	F.	American.....	5	6	30	\$540 per year.
	5	F.	American.....	5	6	30	\$450 per year.
Common graded schools, Span.	193	M.	Porto Rican..	5	6	30	\$450 per year.
	162	F.	Porto Rican..	5	6	30	\$450 per year.
	5	M.	Porto Rican..	5	6	30	\$405 per year.
	5	F.	Porto Rican..	5	6	30	\$405 per year.

^a Average wages.

^b Males and females.

^c Principally Porto Ricans.

^d Not reported.

^e About 2 per cent are of other nationalities.

^f Irregular.

^g Examinations and special work.

WAGES AND HOURS OF LABOR OF SUPERINTENDENTS, PRINCIPALS,
TEACHERS, AND JANITORS IN PUBLIC SCHOOLS—Concluded.

Occupation.	Em- ploy- ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.
Teachers—Concluded.							
Common rural schools.....	2	M.	Porto Rican..	5	6	30	a \$360 per year.
	332	M.	Porto Rican..	5	6	30	\$270 per year.
	135	F.	Porto Rican..	5	6	30	\$270 per year.
	45	M.	Porto Rican..	5	6	30	\$225 per year.
	36	F.	Porto Rican..	5	6	30	\$225 per year.
Common night schools.....	26	M.	Porto Rican..	5	(b)	(b)	\$90 per year.
	5	F.	Porto Rican..	5	(b)	(b)	\$90 per year.
High schools.....	1	M.	American.....	5	6	30	\$1,200 per year.
	1	F.	American.....	5	6	30	\$1,200 per year.
	1	M.	Porto Rican..	5	6	30	\$1,200 per year.
	1	M.	American.....	5	6	30	\$1,000 per year.
	1	F.	American.....	5	6	30	\$1,000 per year.
	1	M.	Porto Rican..	5	6	30	\$1,000 per year.
	2	M.	American.....	5	6	30	\$900 per year.
	1	F.	American.....	5	6	30	\$800 per year.
	1	M.	American.....	5	6	30	\$750 per year.
	1	F.	American.....	5	6	30	\$750 per year.
	1	F.	Porto Rican..	5	6	30	\$750 per year.
	19	F.	American.....	5	6	30	\$675 per year.
	1	M.	Porto Rican..	5	6	30	\$675 per year.
	6	F.	American.....	5	6	30	\$585 per year.
	4	M.	Porto Rican..	5	6	30	\$585 per year.
	4	F.	Porto Rican..	5	6	30	\$585 per year.
Industrial schools.....	2	M.	American.....	5	6	30	\$900 per year.
	2	F.	American.....	5	6	30	\$900 per year.
	1	M.	Porto Rican..	5	6	30	\$900 per year.
	2	F.	American.....	5	6	30	\$750 per year.
	3	F.	American.....	5	6	30	\$720 per year.
	2	M.	American.....	5	6	30	\$675 per year.
	6	F.	American.....	5	6	30	\$675 per year.
	6	M.	Porto Rican..	5	6	30	\$675 per year.
	1	F.	Porto Rican..	5	6	30	\$675 per year.
	1	F.	Porto Rican..	5	6	30	\$630 per year.
	1	M.	Porto Rican..	5	6	30	\$585 per year.
	3	F.	American.....	5	6	30	\$540 per year.
	3	F.	Porto Rican..	5	6	30	\$450 per year.
	3	F.	Porto Rican..	5	6	30	\$225 per year.
Teachers of agriculture:							
Common schools.....	9	M.	Porto Rican..	5	6	30	\$540 per year.
Teachers of drawing:							
Common schools.....	2	M.	American.....	5	6	30	\$675 per year.
	3	F.	American.....	5	6	30	\$675 per year.
Teachers of English:							
Common schools.....	24	M.	American.....	5	6	30	\$540 per year.
	33	F.	American.....	5	6	30	\$540 per year.
	15	M.	American.....	5	6	30	\$450 per year.
	23	F.	American.....	5	6	30	\$450 per year.
Teachers of kindergarten:							
Common schools.....	2	F.	Porto Rican..	5	6	30	\$450 per year.
Teachers of music:							
Common schools.....	2	F.	American.....	5	6	30	\$675 per year.
Janitors:							
Common schools.....	2	M.	Porto Rican..	5 ^a	10	55	\$360 per year.
	1	F.	Porto Rican..	5 ^a	10	55	\$360 per year.
	1	M.	American.....	5 ^a	10	55	\$360 per year.
	2	M.	Porto Rican..	5 ^a	10	55	\$240 per year.
	1	M.	Porto Rican..	5 ^a	10	55	\$180 per year.
	1	M.	Porto Rican..	5 ^a	10	55	\$168 per year.

a No allowance for house rent.

b Not reported.

WAGES AND HOURS OF LABOR OF PERSONS EMPLOYED IN ROAD REPAIRING BY BOARD OF PUBLIC WORKS.

Occupation.	Em- ploy- ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equi- valent rate per day
Foremen.....	1	M.	Porto Rican.....	6	8	48	\$0.12½ per hour.	\$1.00
	1	M.	Porto Rican.....	6	8	48	\$0.50 per day...	.50
Laborers.....	1	M.	Porto Rican.....	6	8	48	\$0.75 per day...	.75
	2	M.	Porto Rican.....	6	8	48	\$0.66 per day...	.66
	1	M.	Porto Rican.....	6	8	48	\$0.64 per day...	.64
	4	M.	Porto Rican.....	6	8	48	\$0.60 per day...	.60
	51	M.	Porto Rican.....	6	8	48	\$0.50 per day...	.50
	20	M.	Porto Rican.....	6	8	48	\$0.48 per day...	.48
	22	M.	Porto Rican.....	6	8	48	\$0.40 per day...	.40
	1	M.	Porto Rican.....	6	8	48	\$0.30 per day...	.30
	2	M.	Porto Rican.....	6	8	48	\$0.25 per day...	.25
	17	M.	Porto Rican.....	6	8	48	\$0.06 per hour...	.48
	33	M.	Porto Rican.....	6	8	48	\$0.05 per hour...	.40
	a 1	M.	Porto Rican.....	6	8	48	\$0.03 per hour...	.24
	a 1	M.	Porto Rican.....	6	8	48	\$0.02 per hour...	.16
	3	M.	Porto Rican.....	6	(b)	(b)	(c)	(e)
	6	M.	Porto Rican.....	6	(b)	(b)	(d)	(d)

a Boy.

b Irregular.

c Crushing stone for road ballast at \$0.55 per cubic meter.

d Crushing stone for road ballast at \$0.50 per cubic meter.

WAGES AND HOURS OF LABOR OF PERSONS EMPLOYED IN TELEGRAPH SERVICE BY BUREAU OF INSULAR TELEGRAPH.

Occupation.	Em- ploy- ees.	Sex.	Nationality.	Days per week.	Hours per day.	Hours per week.	Rates of wages.	Equi- valent rate per day
Clerks.....	1	M.	Porto Rican.....	6	8	48	\$400 per year...	\$1.32
	2	F.	Porto Rican.....	7	10	70	\$480 per year...	1.31½
Linemen.....	1	M.	Porto Rican.....	7	8	56	\$720 per year...	1.97½
	9	M.	Porto Rican.....	7	8	56	\$480 per year...	1.31½
Messengers.....	1	M.	Porto Rican.....	7	10	70	\$240 per year...	.66
	3	M.	Porto Rican.....	7	10	70	\$180 per year...	.49½
	7	M.	Porto Rican.....	7	10	70	\$120 per year...	.33
	3	M.	Porto Rican.....	7	10	70	\$60 per year...	.16½
Operator, chief.....	1	M.	American.....	7	10	70	\$1,080 per year.	2.96
Operators.....	1	M.	American.....	7	10	70	\$1,080 per year.	2.96
	1	M.	American.....	7	10	70	\$1,000 per year.	2.74
	3	M.	American.....	7	10	70	\$900 per year...	2.46½
	4	M.	Porto Rican.....	7	10	70	\$900 per year...	2.46½
	1	M.	American.....	7	10	70	\$840 per year...	2.30
	2	M.	Porto Rican.....	7	10	70	\$840 per year...	2.30
	1	F.	Porto Rican.....	7	10	70	\$840 per year...	2.30
	10	M.	Porto Rican.....	7	10	70	\$720 per year...	1.97½
	2	M.	American.....	7	10	70	\$600 per year...	1.64½
	3	M.	Porto Rican.....	7	10	70	\$600 per year...	1.64½
	1	F.	Porto Rican.....	7	10	70	\$600 per year...	1.64½
	16	M.	Porto Rican.....	7	10	70	\$480 per year...	1.31½
	11	F.	Porto Rican.....	7	10	70	\$480 per year...	1.31½
Receiving and dis- bursing officer.	1	M.	American.....	6	8	48	\$1,200 per year.	3.83½
Stenographer.....	1	M.	American.....	6	8	48	\$900 per year...	2.87½
Superintendent.....	1	M.	American.....	6	8	48	\$1,800 per year.	5.75

LAWS RELATING TO LABOR IN PORTO RICO.

REVISED STATUTES AND CODES—1902.

REVISED STATUTES.

Employment of children.

SECTION 166. No child of either sex, under sixteen years shall be compelled to work in agricultural factories and manufacturing establishments over six hours per day, three in the morning and three in the afternoon. All persons who shall violate this provision shall be fined in a sum of from five to fifteen dollars, or imprisonment not to exceed thirty days for each offense.

Sec. 167. No foreman, teacher or other person having under his charge the work, care or education of a minor under sixteen years of age, shall resort to inhumane treatment to compel such minor to work or to study. Any violation of the provisions hereof shall be punished with a fine of from five to fifteen dollars or imprisonment not to exceed thirty days for each offense.

Protection of employees as voters.

SECTION 289. * * * if an employer of laborers or an agent of such employer threatens to withhold the wages of, or to dismiss from service any laborer in his employment, or refuse[s] to allow any such employee the time to attend at the place of election and vote, [he] shall be guilty of a felony, and disfranchised and rendered incapable of holding any office of trust or profit for any determinate period.

Liability of employers for injuries to employees.

SECTION 322. Where, after the passage of this act, personal injury is caused to an employee who is himself in the exercise of due care and diligence at the time:

1. By reason of any defect in the condition of the ways, works, or machinery, connected with, or used in the business of the employer, which arose from or had not been discovered or remedied owing to the negligence of the employer or of any person in the service of the employer and entrusted by him with the duty of seeing that the ways, works, or machinery, were in proper condition; or

2. By reason of the negligence of any person in the service of the employer entrusted with the exercising of superintendence whose sole or principal duty is that of superintendence; or

3. By reason of the negligence of any person in the service of the employer who has charge of, or physically controls, any signal switch, locomotive engine, car or train in motion, whether attached to an engine or not, upon a railroad, the employee, or, in case the injury results in death, his widow or children, or both of them, and if there be no such widow and children, then his parents (provided that said parents were dependent upon such employee for support) may maintain an action for damages against the employer, pursuant to the provisions of this act.

Sec. 323. When an employee receives a personal injury under any of the conditions enumerated in section 1 hereof [sec. 322], he may bring an action against his employer before the proper district court to recover damages for such injury. The damages so recovered shall not exceed the sum of two thousand dollars, and in assessing the amount of such damages the court shall take into consideration the degree of culpability of the employer, or of the person for whose negligence the employer is liable hereunder, the sums expended by the employee for medical attendance, for drugs, medicines and similar necessary expenses, and the loss of wages while recovering from the injury; the court shall also take into consideration the physical pain and suffering caused by the injury. If the injury be of such character as to permanently impair the earning capacity of the employee, the court shall include in the damages awarded an allowance for such loss. In case the injury results in a temporary impairment of his earning capacity, the court, in addition to pain and suffering and the expenditures for medical services and drugs, shall take into consideration the average rate of wages which, under ordinary conditions, he might have earned if not injured.

Sec. 324. In case of the death of the employee before the termination of the action so brought against the employer, it may be continued in the name of his

widow or children, and if there be no such widow or children, then in the name of his parents, if they, or either of them, were dependent upon such employee for support at the time of the injury. If it shall appear in any action so continued in the name of the widow, children or parents of a deceased injured employee that the death was the result of the injury, damages shall be assessed by the court in a sum not to exceed three thousand dollars; and the court shall estimate such damages in accordance with:

(a) The degree of culpability of the employer or of the person for whose negligence the employer is liable.

(b) The material damage incurred by the claimant or claimants through the death of the employee in accordance with the actual needs that said claimant or claimants had to depend upon the wages of such employee for their support, taking into consideration his earning capacity and his probabilities of life, at the time of the accident.

SEC. 325. When, before having commenced an action hereunder, an employee dies as the result of personal injury received under any of the conditions enumerated under section 1 hereof [sec. 322], his widow, children, or both of them, or if there be no such widow or children, then his parents, provided such parents were dependent upon such employee for support at the time of the injury, may maintain an action against the employer before the proper district court, for damages caused by the death of such employee. Such damages shall not exceed the sum of three thousand dollars and shall be fixed by the court in accordance with:

(a) The degree of culpability of the employer or of the person for whose negligence the employer is liable.

(b) The material damage incurred by the claimant or claimants through the death of an employee in accordance with the actual needs that such claimant or claimants had to depend upon the wages of such employee for their support, taking into consideration his earning capacity and his probabilities of life, at the time of the accident.

SEC. 326. The court, when fixing the amount of damages to be paid in case of death by personal injury under this act, shall determine the amount due to each of the claimants in proportion to the material damages incurred by each of them in accordance with the actual needs which each of them had to depend upon the wages of the employee whose death was caused by accident.

SEC. 327. No action for the recovery of damages for injury or death under the provisions of this act shall be maintained unless notice of the time, place and cause of the injury is given to the employer within thirty days after the injury is received or unless it is commenced within six months from the date of the injury. The notice required by this section shall be in writing, signed by the person injured or by some one in his behalf; but if from physical or mental incapacity it is impossible for the person injured to give the notice within the time provided in said section, he may give the same within ten days after the incapacity is removed, and in case of his death without having given the notice and without having been at any time after his injury of sufficient capacity to give the notice the person or persons entitled to claim compensation pursuant to the provisions of this act, or their representatives, may give such notice within thirty days after the death of such employee. But no notice given under the provisions of this section shall be deemed to be invalid or insufficient solely by reason of any inaccuracy in stating the time, place or cause of the injury: *Provided*, It is shown that there was no intention to mislead, and that the party entitled to notice was not in fact misled thereby.

SEC. 328. Whenever an employee [employer] enters into a contract, either written or verbal, with an independent contractor to do part of such employer's work, or whenever such contractor enters into a contract with a subcontractor to do all or any part of the work comprised in such contractor's contract with the employer, such contract or subcontract shall not bar the liability of the employer for injuries to the employees of such contractor or subcontractor, by reason of any defect in the condition of the ways, works, machinery, or plant, if they are the property of the employer, or furnished by him, and if such defect arose or had not been discovered or remedied through the negligence of the employer or of some person entrusted by him with the duty of seeing that they were in proper condition.

SEC. 329. No employee, or his widow or children, or either of them, or his parents, if there be no such widow or children, shall be entitled under this act to any right of compensation or remedy against the employer in any case where such employee knew of the defect or negligence which caused the injury, and

failed within a reasonable time to give, or cause to be given, information thereof to the employer, or to some person superior to himself in the service of the employer who had entrusted to him some general superintendence.

SEC. 330. Any employer who shall have contributed to an insurance fund created and maintained for the mutual purpose of indemnifying an employee for personal injuries for which compensation may be recovered under this act, or who has insured the said employee in any insurance company against the accidents of labor, shall be entitled to have deducted from the sum which he shall have to pay as compensation under the provisions of this act, the amount that shall have been received by the person injured, or by his widow, or children, or both of them, or by the parents, if there be no such widow and children, from the aforesaid fund or from the insurance company, by reason of the same accident.

SEC. 331. This act shall not apply to injuries caused to domestic servants, or farm laborers, by fellow employees.

Contracts of employment—Enforcement.

SECTION 369. Every person who shall bring an action for the fulfillment of any obligation, may obtain an order from the court having cognizance of the suit providing that the proper measures be taken to secure the effectiveness of the judgment, as the case may require it, should it be rendered in his favor.

SEC. 370. The effectiveness of the judgment shall be secured in the following manner:

(c) If the obligation consists in the doing of a thing an attachment shall be issued against the person who is under such obligation for a sum necessary to execute the work left undone or done otherwise than as provided in the agreement.

Labor combinations not unlawful.

SECTION 553. The orderly and peaceable assembling or cooperation of persons employed in any calling, trade or handicraft, for the purpose of obtaining an advance in the rate of wages or compensation, or of maintaining such rate, shall not be unlawful, nor shall it be unlawful for such persons to organize trade or labor assemblies or unions for the purpose of bettering the mental and material condition of the members thereof by lawful peaceable means.

Intimidation of employees.

SECTION 554. The employment of force, violence, intimidation or menace, or any form of coercion, by any person, or by persons associated together, against any other person or persons, whether with the object of preventing them from freely pursuing their employments, professions or trades or whether with the object of influencing the price or remuneration paid for their work, shall be a misdemeanor, and any person convicted thereof shall be imprisoned not less than thirty days nor more than one year, or fined not less than ten dollars nor more than five hundred dollars, or both fined and imprisoned.

Hours of labor on public works—Residents.

SECTION 624. * * * no laborers shall be compelled to work more than eight hours per day, and they shall be, if possible, residents of the municipality.

Examination and licensing of plumbers.

SECTION 764. [It shall be the duty of the board of health] to establish rules * * * for examination and licensing of plumbers * * *

PENAL CODE.

Protection of employees as voters.

SECTION 188. * * * if an employer of laborers or any agent of such employer threatens to withhold the wages of, or to dismiss from service any

laborer in his employment, or refuses to allow to any such employee time to attend at the place of election and vote, [he] shall be fined not more than one thousand dollars nor less than twenty dollars, or imprisoned in the penitentiary not more than five years nor less than one year, and disfranchised and rendered incapable of holding any office of trust or profit for any period not exceeding ten years.

Employment of children—Certain employments forbidden.

SECTION 265. Any person, whether as parent, relative, guardian, employer or otherwise, having in his care, custody, or control any child under the age of twelve years, who shall sell, apprentice, give away, let out, or otherwise dispose of any such child to any person, under any name, title, or pretense, for the vocation, use, occupation, calling, [or] service of begging, or peddling, in any public street or highway, or in any mendicant or wandering business whatsoever, and any person who shall take, receive, hire, employ, use, or have in custody any child for such purposes, or either of them, is guilty of a misdemeanor.

Negligence of operators of steam boilers, etc.

SECTION 325. Every engineer or other person having charge of any steam boiler, steam engine, or other apparatus for generating or employing steam, used in any manufactory, railway, or other works, who willfully, or from ignorance, or gross neglect, creates or allows to be created such an undue quantity of steam as to burst or break the boiler, or engine, or apparatus, or cause any other accident whereby human life is endangered, is guilty of a felony.

SEC. 326. Every person having charge of any steam boiler or steam engine, or other apparatus for generating or employing steam used in any manufactory, or on any railroad, or in any vessel, or in any kind of mechanical work, who willfully or from ignorance or neglect, creates, or allows to be created, such an undue quantity of steam as to burst or break the boiler, engine, or apparatus, or to cause any other accident whereby the death of a human being is produced, is punishable by imprisonment in the penitentiary for not less than one nor more than ten years.

SEC. 327. Every captain or other person having charge of any steamboat used for the conveyance of passengers, or of the boilers and engines thereof, who from ignorance or gross neglect, or for the purpose of excelling any other boat in speed, creates, or allows to be created, such an undue quantity of steam as to burst or break the boiler or any apparatus or machinery connected therewith, by which bursting or breaking human life is endangered, is guilty of a felony.

SEC. 328. Every conductor, engineer, brakeman, switchman, or other person having charge, wholly or in part, of any railroad car, locomotive, or train, which is used as a common carrier, who willfully or negligently suffers or causes the same to collide with another car, locomotive, or train, or with any other object or thing whereby the death of a human being is produced is punishable by imprisonment in the penitentiary for not less than one nor more than ten years.

Intoxication of railroad employees, etc.

SECTION 344. Every person who is intoxicated while in charge of a locomotive engine, or while acting as conductor or driver upon any railroad train or car, whether propelled by steam or electricity, or while acting as train dispatcher, or as telegraph operator, receiving or transmitting dispatches in relation to the movement of trains, is guilty of a misdemeanor.

Protection of employees as members of labor organizations.

SECTION 465. Any person or corporation within Porto Rico, or agent or officer on behalf of such person or corporation, who shall hereafter coerce or compel any person or persons to enter into an agreement, either written or verbal, not to join or become a member of any labor organization, as a condition of such person or persons securing employment or continuing in the employment of any such persons or corporation, shall be guilty of a misdemeanor.

Sunday labor.

SECTION 553. On every Sunday commercial and industrial establishments, excepting public markets, pharmacies, bakeries, hotels, restaurants, cafes, and

places where refreshments only are served, excepting also public and quasi-public utilities and works of emergency, necessary to prevent unusual and serious financial loss, shall remain closed and do no business whatever after twelve o'clock noon. This prohibition shall not, however, extend to theaters and other places devoted exclusively to amusements or to charitable purposes; at all such places it shall be lawful to work at any hour on Sunday, but only in aid of such charitable purposes or amusements.

SEC. 554. The municipal council of any municipality may, by ordinance, require commercial and industrial establishments, including those excepted in section 553, or any of them, to remain closed at all hours on Sunday, excepting the works of emergency therein mentioned.

SEC. 556. Any person, firm or corporation violating the provisions of this title, or any part thereof, or of an order issued by an alcalde or ordinance passed by a municipal council under the authority of this title, shall be fined in the police court for the first offense in a sum which shall not be less than five dollars (\$5) nor exceed ten dollars (\$10); and for a subsequent offense, in a sum which shall not be less than ten dollars (\$10), nor exceed twenty-five dollars (\$25). And for this purpose, the police courts shall have jurisdiction to impose the fines herein provided; and in all cases in which the fine imposed shall exceed, excluding costs, the sum of ten dollars (\$10), an appeal may be taken to the proper district court in the manner provided by law for other appeals from the police courts. In default of the payment of any fine imposed hereunder [hereunder] within three days after the judgment shall have been entered or the appeal dismissed, the person convicted shall pay the said fine by imprisonment in the municipal jail, or in any other penal institution, at the rate of one day for each half dollar of said fine remaining unpaid.

CIVIL CODE.

Earnings of minors.

SECTION 225. Property acquired by an unemancipated child by labor or industry, or for any valuable consideration, belongs to the said child, but the usufruct thereof belongs to the parents having potestas over him whilst he lives in their company; but if the child, with the consent of his parents, lives independently, he shall be deemed emancipated for all effects as regards the said property, and he shall be the full owner and have the usufruct and administration thereof.

Earnings, etc., of married women.

SECTION 1314. The following is the separate property of each of the spouses:

2. That acquired for a good consideration by either of them during the marriage.

Employment of labor—General provisions.

SECTION 1486. This class of services [services of paid servants and laborers] may be contracted without a fixed period, for a fixed period, or for a specific work. A hiring for life is void.

SEC. 1487. A domestic servant hired for a fixed time and to be employed in the personal service of his master, or of the family of the latter, may leave the service or be dismissed before the expiration of the term; but if the master dismisses the servant without sufficient cause, he shall indemnify him by paying him the wages due and those for fifteen additional days.

The master shall be believed, unless there is proof to the contrary—

1. With regard to the amount of the wages of the domestic servant.

2. With regard to the payment of the wages earned during the current year.

SEC. 1488. Besides what is prescribed in the preceding sections with regard to masters and servants, the provisions of special laws and ordinances shall be observed.

SEC. 1489. Field hands, mechanics, artisans, and other laborers hired for a certain time and for a certain work can not leave nor be dismissed, without sufficient cause, before the fulfillment of the contract.

SEC. 1490. The dismissal of the servants, mechanics, artisans, and other hired laborers to which the preceding sections refer gives the right to dispossess them of the implements and of the buildings which they may occupy by reason of their duties.

SEC. 1491. The execution of a work may be contracted for by agreeing that the person who is to execute the same shall give his labor or industry only, or that he furnish the materials also.

SEC. 1492. If the person who contracted for the work bound himself to furnish the materials, he shall suffer the loss in case of the destruction of the work before it is delivered, unless there has been delay in receiving it.

SEC. 1493. A person who has bound himself to give his labor or industry only can not demand any payment if the work is destroyed before it is delivered, unless there should have been delay in receiving the same, or if the destruction should have been due to the bad quality of the materials, provided that he may have given due notice of this circumstance to the owner.

SEC. 1495. A person who binds himself to do a work by piece or by measure may demand of the owner that he receive it in installments, and that he pay therefor in proportion. The part paid for shall be presumed as approved and received.

SEC. 1498. When a certain work has been intrusted to a person by reason of his personal qualifications, the contract is rescinded by the death of said person.

In such case, the owner must pay to the heirs of the constructor [contractor?], in proportion to the price agreed upon, the value of the part of the work executed, and that of the prepared materials, provided he may obtain any benefit from such materials.

The same shall be understood if the person who contracted for the work can not finish it by reason of any cause independent of his will.

SEC. 1499. A contractor is responsible for the work done by the persons he employs thereon.

SEC. 1500. Those who furnish their labor and materials in a work agreed upon for a lump sum by a contractor have no action against the owner, except for the amount the latter may owe the former when the action is brought.

SEC. 1501. When it should be agreed that the work is to be done to the satisfaction of the owner, in the absence of his acceptance the approval is understood as reserved for the proper expert judgment.

If the person who has to approve the work is a third person, his decision shall be final.

SEC. 1502. Should there be no agreement or custom to the contrary, the price for the work must be paid upon delivery.

SEC. 1503. A person who has executed a work on personal property has the right to retain the same as a pledge until he is paid therefor.

ACTS OF 1904.

Eight-hour day.

(Page 81.)

SECTION 1. Eight hours shall constitute the maximum length of a working day for any work performed and paid out of funds from the municipalities, school boards, and all other dependencies of the people of Porto Rico.

SEC. 2. In all contracts for work to be paid out of the funds of the people of Porto Rico, municipalities, or school boards, each of said contracts shall contain a provision limiting a day's work to eight hours.

SEC. 3. In works of a public nature, a working day may be lengthened only in cases where the lives and property of the inhabitants of a municipality or of the Insular government would be endangered, if same were not done. This act shall not apply to the Insular police force, internal-revenue agents, telegraph operators and telegraph messengers, nor to the clerks of the departments of the Insular government when, in the opinion of the heads of such departments, work beyond eight hours by them is necessary in the interest of the public service.

SEC. 4. Any person who shall willfully or maliciously violate the provisions of this act, except as specified in section 3 hereof, shall be guilty of misdemeanor.

Approved March 10, 1904.

CODE OF CIVIL PROCEDURE.

Exemptions of wages from execution.

SECTION 249. (As amended by act page 7, acts of 1904, extraordinary session). In addition to the homestead exempted by the homestead law, the following property belonging to an actual resident of this island is exempted from execution, except as herein otherwise specially provided:

* * * * *

7. The earnings of the judgment debtor for personal services rendered at any time within thirty days next preceding the levy of execution, or levy of attachment, when it appears by the debtor's affidavit, or otherwise, that such earnings are necessary for the use of his family residing in this island, supported wholly or in part by his labor: *Provided*, This act shall not authorize the garnishment of the fees or salary of any public officer or employee.

* * * * *

A DOCUMENTARY HISTORY OF THE EARLY ORGANIZATIONS OF PRINTERS. ^(a)

BY ETHELBERT STEWART.

INTRODUCTION.

That a number of disconnected typographical societies existed in various parts of the United States prior to the formation of the unions as now constituted, while not perhaps generally known, will not be new to students of the history of labor organizations. The references to these early organizations are usually hazy, containing no more than a mere statement that they existed at certain dates, with no evidence offered of the truth of even these statements. In this article it is believed the first attempt is made to be specific in the information presented about these early organizations. In this respect at least the article represents pioneer work in its field, not only in the reproduction of documents, but in the resort to minute books of these societies, as a source of information about other kindred societies. Thus the transcription of circular letters from other societies, upon the records of the Columbia Society, or the New York or Philadelphia societies, has furnished documentary proof of the existence of many printers' organizations nowhere else referred to. So far as the documents could tell the story little else has been said. Such explanation as seemed absolutely necessary to an understanding of the documents, as, for instance, the changing industrial conditions which prompted the intense feeling against the professional editor or publisher who was not at the same time a "practical printer" has been given briefly in notes; while the effect of the great employ-yourself movement socialism of 1830 to 1850, so apparent in the radicalism of the documents of that period, is briefly referred to in the text. The addresses "to the trade" or "to the public" have been reproduced in full, and for the most part without comment, the one object always kept in view being to let the workingmen of that period tell their own story. Point of view is everything, and as it is very difficult, if not impossible, to state another man's point of view except from your own, the only way to be sure of getting the early printer's point of view is to let his documents present his case. Even then it is hard to realize why some things which seem so trivial to-day were so serious to men in 1815 or 1830.

^a Acknowledgments are due to Mr. R. H. Cressingham, of New York, for the loan of valuable material in connection with the New York Typographical Society of 1809; to the officials of the Library of Congress for many courtesies; to the officers of the International Typographical Union; to Mr. James C. Britton, of the Bureau of Labor; and to the officers of the Washington Typographical Union.

Because of this conviction, that in dealing with the affairs of a generation other than our own the best way to tell the workingman's story is to let him tell it himself, no attempt to preserve literary style or unity has been made. In fact literary quality has been consciously sacrificed to include as many extracts from documents or minute books as possible, to the end that the workman himself should have the floor.

No attempt has been made to present a consecutive sociological study. It has seemed more in consonance with the work of the Bureau to present the raw material for an economic study of early printers' organizations, rather than to make such study.

No reference is had to statements in any of the general histories of the organized movements of American workmen, hitherto published as such. Not because such histories were not consulted, or are not valued, but because the restricted purpose of this article was to be confined exclusively to the documents of the early organizations, and all temptations have had to be resisted which would have carried the article beyond a strict conformity to the title—"A Documentary History." There is here no pretense to completeness. Effort was made to locate as many as possible of the old constitutions, price lists, and minute books, and copy or examine them. No thorough canvass was made or attempted. It is doubtful, however, if anything missed would bring up any new problem or condition not touched upon in some of the documents found. The period covered by actual documents is from 1786 to 1853, the price lists extending to 1866. North, South, East, and West are represented, not equally, it is true, but sufficiently to make it more than probable that all the problems of the printers in the early days are at least referred to. The original purpose of limiting the article to the period prior to the formation of the National Union in 1852 has been deviated from only to include a few organizations that were outside the sphere of influence of the National Union. Histories of the National Union and its successor, the International, are easily accessible, and intrusions here have been studiously avoided, except when in footnotes it has seemed necessary to follow a subject to its final disposition; as, for instance, the woman compositor question and the uniform wage scale. The Cincinnati wage scale for 1853 was included because it represented a section of the country not distinctively covered by earlier documents.

Copies of constitutions and price lists as far back as 1802 are presented in the appendixes, and are believed to represent every stage of growth from the benefit societies of the first part of the period and the associations of the middle period, or from 1830 to 1840, to the present unions as exemplified by the constitutions of 1850. Special effort was made to ascertain the numerical strength of these early organizations, with gratifying results in many cases.

In a few instances copies of printed constitutions and price lists were found in libraries, particularly the Library of Congress; but by far the greater number were copied from old minute books of the societies, and are not to be found in print except in these appendixes.

Not only are the economic reasons for some of the things done by the unions (as limitation of apprentices) to be found in a study of their history; but the gradual transformation of sentiments into customs, and the evolution of trade interests into "union principles," goes on so gradually before our eyes in these minute books that we can understand them better.

In the early constitutions and minutes of these organizations will be frequently found stated in terms those "union principles" which have since become a part of the subconscious thought life of the "union man," and no longer printed or stated, because nobody in the union supposes it necessary to state basic principles. Just as no man in introducing his wife specifies that a legal marriage ceremony has been performed, or in talking about his children stops to explain that they were born in honorable wedlock; and the man who asks for an explanation or a verification of these taken-for-granted and socially fundamental assumptions, unless he represents some semi-savage tribe where such status is not indubitable, is simply inviting trouble for himself. So much of this unrevealed ultimate principle exists; so much depends upon an understanding of this submerged or subconscious, and to the trade unionist axiomatic, hence never expressed thought life, that students of organizations coming from a different mental atmosphere often fail to find in unions that which is the reason for their existence—the soul of purpose by which they live.

These "fundamental principles of trade unionism" are often the codified experiences of former generations under industrial conditions that no longer exist, and can not now be understood by a mind not inheriting an intuitive perception of them, except by a study of the early organizations in which they were formulated and of the conditions which suggested them. Of no other institution is it more true than of trade unions that they can only be read in the present by the light of the past.

BEGINNINGS, 1786 TO 1830.

Whatever of associated effort there was among printers prior to 1795 was temporary, having a single purpose, and when this was accomplished the compact was dissolved. It was the custom in all trades to call a "general meeting" of the trade whenever a matter of importance to all presented itself. Such calls were signed by one or two men of recognized influence in the trade. These meetings, usually held in private homes, were organized by the election of officers, a statement was made of the purpose in calling the trade

together, and after discussion resolutions were adopted embodying the views of those present upon the question presented. When the meeting had decided what the attitude of the trade was to be, all those present, if willing to do so, signed an agreement to stand by each other during the difficulty. Committees were appointed, and frequent meetings were held during the trouble, especially if it proved to be a strike and of some duration, thus creating the impression that a permanent association of journeymen had been formed. It is certain that some of the strikes in colonial times were undertaken with no more of an organization than this, and while there is nothing inherently improbable about the existence of permanent unions in colonial times, since they had been in existence in England and Europe for many generations before, yet we should be cautious about concluding from such a statement as "The journeymen bakers of New York went on strike in 1741," that therefore there was an organization, other than a temporary understanding, among them.

The first, probably, of such understandings among journeymen printers was in New York City in 1776, when a demand for an increase of wages was made by them and refused by their employers, with the result that a strike was called, which, proving successful, the association ceased. Again, in Philadelphia in 1786 an attempt by the employers to reduce wages to \$5.83½ a week was made the occasion for calling the trade together. The statement issued by the printers at this meeting has fortunately been preserved and was as follows:

At a meeting of journeymen printers of Philadelphia held at the house of Henry Myers on Wednesday evening, the 31st ultimo, the following resolutions were unanimously entered into and ordered transcribed for publication. In consequence of an attempt having been made by some of our employers to reduce our wages to 35 shillings per week:

Resolved, That we, the subscribers, will not engage to work for any printing establishment in this city or county under the sum of \$6 per week.

Resolved, That we will support such of our brethren as shall be thrown out of employment on account of their refusing to work for less than \$6 per week.

PHILADELPHIA, June 7, 1786.

This document is signed by 26 printers, probably comprising a majority of the competent men in the city at that time. There are indications that this struggle lasted for some time, but none whatever that the organization of printers had any purpose beyond the immediate one of resisting that reduction of wages, or any existence after this single purpose was accomplished. The is important, however, as showing that the sentiment of each other in time of a strike, out of union s d grew, existed among printers long is as

In 1795 an organization was f or

"The Typographical Society," comprising in its membership most of those working at the trade at that time. It was the first known society devoting its energies to trade conditions and wage scales that existed for any appreciable length of time.^(a) So far as known it was

^aThe "Company of Printers of Philadelphia," organized in 1794, was an association of employers and job printers, not of journeymen, as is so often stated. While it is not the purpose of this article to go into the question of employers' associations, yet this one of 1794 is so frequently referred to as a labor organization, its constitution being listed in a very recent bibliography of trade-union publications as such, that it seems advisable to settle the matter definitely by reproducing the document, a copy of which is preserved in the Library of Congress. It will be noted that article 14 provides that the company shall "regulate the prices at which its members shall execute printing work, determine the terms of employing journeymen, fix penalties for the violation of their regulations," etc., and is signed by 9 individuals and firms, among them some who were of more than local importance as printers and publishers. (See Bishop's *History of American Manufactures*, Vol. 1). The term "printer" was applied only to employers in the earlier times, and, later, to both employers and journeymen.

Aside from the historical value of the document itself and the importance of eliminating it from the literature of trade unionism, it is submitted as one of the few constitutions extant of a form of association known as "companies," which formed a link between the merchant guilds of the late Middle Ages and the employers' associations of to-day. The document follows:

CONSTITUTION OF THE COMPANY OF PRINTERS OF PHILADELPHIA, 1794.

Assured that the interests of every profession depend, in a high degree, on the union and cooperation of its members; impressed with the necessity of associating for the purpose of securing those advantages which are at present attached to the printing business, as well as for the purpose of extending them; and persuaded that such association will conduce to insure the harmony and good fellowship of those by whom it is composed; we, the subscribers, printers of the city of Philadelphia, do hereby constitute ourselves a society, under the name of the Company of Philadelphia Printers.

ARTICLE I.

The company shall be formed of such printers of the city and liberties, as are present at the adoption of this constitution; of such as shall join the company within one month subsequent to said adoption, and of such as shall be hereafter elected in conformity to the third article.

ARTICLE II.

Every person previously to his being considered a member, shall subscribe the constitution, and by such subscription solemnly engage to comply with the articles thereof, as well as such regulations as may be made under the same.

ARTICLE III.

A printer may become a candidate for admission into this company, either on application by letter or on the nomination of a member; in either case his name shall be submitted to the company, at one regular meeting, and be balloted for at the next regular meeting; should, however, an unanimous voice be expressed for proceeding to an immediate election, all delay shall thereby be sus-

together, and after discussion resolutions were adopted embodying the views of those present upon the question presented. When the meeting had decided what the attitude of the trade was to be, all those present, if willing to do so, signed an agreement to stand by each other during the difficulty. Committees were appointed, and frequent meetings were held during the trouble, especially if it proved to be a strike and of some duration, thus creating the impression that a permanent association of journeymen had been formed. It is certain that some of the strikes in colonial times were undertaken with no more of an organization than this, and while there is nothing inherently improbable about the existence of permanent unions in colonial times, since they had been in existence in England and Europe for many generations before, yet we should be cautious about concluding from such a statement as "The journeymen bakers of New York went on strike in 1741," that therefore there was an organization, other than a temporary understanding, among them.

The first, probably, of such understandings among journeymen printers was in New York City in 1776, when a demand for an increase of wages was made by them and refused by their employers, with the result that a strike was called, which, proving successful, the association ceased. Again, in Philadelphia in 1786 an attempt by the employers to reduce wages to \$5.83 $\frac{1}{4}$ a week was made the occasion for calling the trade together. The statement issued by the printers at this meeting has fortunately been preserved and was as follows:

At a meeting of journeymen printers of Philadelphia held at the house of Henry Myers on Wednesday evening, the 31st ultimo, the following resolutions were unanimously entered into and ordered transcribed for publication. In consequence of an attempt having been made by some of our employers to reduce our wages to 35 shillings per week:

Resolved, That we, the subscribers, will not engage to work for any printing establishment in this city or county under the sum of \$6 per week.

Resolved, That we will support such of our brethren as shall be thrown out of employment on account of their refusing to work for less than \$6 per week.

PHILADELPHIA, June 7, 1786.

This document is signed by 26 printers, probably comprising a majority of the competent men in the city at that time. There are indications that this struggle lasted for some time, but none whatever that the organization of printers had any purpose beyond the immediate one of resisting that reduction of wages, or any existence after this single purpose was accomplished. The document is important, however, as showing that the sentiment of supporting each other in time of a strike, out of which the union strike-benefit fund grew, existed among printers long before unions as such were formed.

In 1795 an organization was formed in New York City known as

"The Typographical Society," comprising in its membership most of those working at the trade at that time. It was the first known society devoting its energies to trade conditions and wage scales that existed for any appreciable length of time.^a So far as known it was

^a The "Company of Printers of Philadelphia," organized in 1794, was an association of employers and job printers, not of journeymen, as is so often stated. While it is not the purpose of this article to go into the question of employers' associations, yet this one of 1794 is so frequently referred to as a labor organization, its constitution being listed in a very recent bibliography of trade-union publications as such, that it seems advisable to settle the matter definitely by reproducing the document, a copy of which is preserved in the Library of Congress. It will be noted that article 14 provides that the company shall "regulate the prices at which its members shall execute printing work, determine the terms of employing journeymen, fix penalties for the violation of their regulations," etc., and is signed by 9 individuals and firms, among them some who were of more than local importance as printers and publishers. (See Bishop's *History of American Manufactures*, Vol. 1). The term "printer" was applied only to employers in the earlier times, and, later, to both employers and journeymen.

Aside from the historical value of the document itself and the importance of eliminating it from the literature of trade unionism, it is submitted as one of the few constitutions extant of a form of association known as "companies," which formed a link between the merchant guilds of the late Middle Ages and the employers' associations of to-day. The document follows:

CONSTITUTION OF THE COMPANY OF PRINTERS OF PHILADELPHIA, 1794.

Assured that the interests of every profession depend, in a high degree, on the union and cooperation of its members; impressed with the necessity of associating for the purpose of securing those advantages which are at present attached to the printing business, as well as for the purpose of extending them; and persuaded that such association will conduce to insure the harmony and good fellowship of those by whom it is composed; we, the subscribers, printers of the city of Philadelphia, do hereby constitute ourselves a society, under the name of the Company of Philadelphia Printers.

ARTICLE I.

The company shall be formed of such printers of the city and liberties, as are present at the adoption of this constitution; of such as shall join the company within one month subsequent to said adoption, and of such as shall be hereafter elected in conformity to the third article.

ARTICLE II.

Every person previously to his being considered a member, shall subscribe the constitution, and by such subscription solemnly engage to comply with the articles thereof, as well as such regulations as may be made under the same.

ARTICLE III.

A printer may become a candidate for admission into this company, either on application by letter or on the nomination of a member; in either case his name shall be submitted to the company, at one regular meeting, and be balloted for at the next regular meeting; should, however, an unanimous voice be expressed for proceeding to an immediate election, all delay shall thereby be sus-

the first society not called into existence by an immediate exigency of the trade, and ceasing to exist when that exigency was removed.

pendent. If the votes of two-thirds of the members present be in his favor, he shall be elected a member.

ARTICLE IV.

A member on admission shall pay the sum of \$2 and the sum of \$1 annually afterward during his membership.

ARTICLE V.

There shall be four regular meetings in every year, viz, on the second Tuesday of January, April, July, and October, and on such other days as the company shall fix by adjournment, or as shall be fixed by said meetings.

ARTICLE VI.

Six members shall be sufficient to proceed to business.

ARTICLE VII.

There shall be chosen by ballot, on the second Tuesday of January in every year, a president, a secretary, a treasurer, and a committee of three members, who shall be called the committee of inquiry.

ARTICLE VIII.

Should any vacancies occur in said offices, they shall be supplied at the next regular meeting.

ARTICLE IX.

It shall be the duty of the president, or, in his absence, of a chairman, to preside at all meetings; to preserve order among the members; to call a special meeting whenever he sees it expedient; or at the request of three members, to sign orders on the treasurer, whenever the company shall so direct; and in case the members are equally divided on any question to have a casting vote. On the death, resignation, or absence from the city of the president, such of his duties as are necessary to be exercised between the meetings of the company shall devolve on the secretary.

ARTICLE X.

It shall be the duty of the secretary, under the direction of the president or chairman, to keep a fair statement of the proceedings of the company. In the absence of the secretary, a secretary pro tempore shall be chosen.

ARTICLE XI.

It shall be the duty of the treasurer to receive such sums of money as shall accrue to the company; to pay the same on the order of the president or chairman, and to keep a fair statement of the funds of the company, subject to the inspection of any member.

ARTICLE XII.

It shall be the duty of the committee of inquiry to obtain all information in their power, respecting the adherence to, or violations of this constitution, and the resolutions adopted in pursuance thereof, by the members of the company; and to obtain information of the state of the printing business in reference to printers not members and to report the same to the company.

ARTICLE XIII.

A motion made shall be addressed to the president, which, when seconded, shall be submitted by the president to the consideration of the company. The question shall then be put, and be decided by a majority of votes.

ARTICLE XIV.

When the company are organized, they shall have the power to regulate the rates at which its members shall execute printing work; to determine the terms of employing journeymen; to fix penalties for the violation of their

The Typographical Society of 1795 lived two and one-half years, or until far into 1797, and succeeded in securing an increase of wages to \$1 per day for New York City printers.

In 1799 the Franklin Typographical Society of Journeymen Printers, of New York, was organized. Mr. David Bruce, the famous type founder, was its first president. This society formulated the first complete wage scale ever adopted by the printers of New York City, and went on strike for its enforcement. No copy of this scale has been preserved. It demanded 25 cents per 1,000 ems, and not less than \$7 per week in book and job offices, and \$8 per week on newspapers. None of its records and no copy of its constitution could be found, but from contemporary newspaper files it is learned that the "Franklin Typographical Society assembled at the house of Mr. P. Becanon, No. 87 Fair street, to celebrate the twenty-sixth anniversary of American Independence July 4, 1801."

The Daily Advertiser, of New York, in its issue of February 4, 1803, printed the following notice:

A regular meeting of the Franklin Typographical Society will be

regulations; and, in general, to adopt such rules as may be considered conducive to the prosperity of the printing business.

ARTICLE XV.

Any member may withdraw from the society by removal from the city; by a relinquishment of the printing business; or by signifying his disposition thereto at a regular meeting: *Provided*, That, in the last instance, he do not cease to be a member until the next regular meeting: *And also provided*, That on such secession he place in the hands of the treasurer the sum of ten pounds for use of the company; should, however, two-thirds of the members present dispense with the payment of this sum, it shall not be demanded.

ARTICLE XVI.

Any proposition of amendment to this constitution, shall be made at a regular meeting, and not be brought to decision until the next regular meeting: previously to which notice shall be given to the members by the secretary, that it is proposed to alter the constitution.

ARTICLE XVII.

A member may be expelled for misconduct by a majority of the company, provided that such expulsion be made at a regular meeting, and that such meeting be not the one at which it is proposed to expel him.

ARTICLE XVIII.

On the adoption of this constitution, the company shall proceed to the choice of officers, who shall hold their appointments until the day fixed upon for the annual election of officers.

Adopted September 11, 1794.

W. YOUNG.
ROBERT COCHRAN.
RICHARD FOLWELL.
SAMUEL H. SMITH.
WILLIAM GIBBONS.
HOFF AND DERRICK.
JACOB JOHNSON.
WILLIAM W. WOODWARD.
MORDECAI JONES.

held at their rooms, 63 Stone street, on Saturday evening, February 5, 1803. Members are requested to be punctual in their attendance.

By order of the president:

JOHN COLLINS, *Secretary*.

It would appear from this that the society had grown too large to meet in the private homes of its members and strong enough to have a hall, or at least rooms of its own.

In its issue of September 19, 1803, the New York Evening Post had the following acknowledgment:

The president of Franklin Typographical Society, of New York, acknowledges the receipt of \$83.50 from the Philadelphia Typographical Society for the relief of such of our members as may be distressed in consequence of the prevailing epidemic.

The minutes of the Philadelphia Society show that at its monthly meeting in June, 1803, "it was voted to contribute \$83.60 to assist the printers in New York City who may be suffering from ravages of the yellow fever."

The Franklin Typographical Society of New York ceased to exist in 1804, but the bill of prices formulated by it remained the standard of wages until September 20, 1809, when the New York Typographical Society, organized early in that year, formulated a new scale.

As further tribute of a documentary character to the work of this society of 1799-1804, may be cited the first paragraph of a letter written August 25, 1809, by the secretary of the New York Typographical Society:

NEW YORK, *August 25, 1809.*

GENTLEMEN: The board of directors of the New York Typographical Society, by a resolution passed the 19th instant, have directed me to inform you that the customary price per token for working super-royal paper is $37\frac{1}{2}$ cents, and 48 tokens (which is supposed to be the number you work per week) at that price would be \$18. The present society, however, have yet no established prices, either for presswork or for composition, but the price which is here mentioned is that which was instituted by a former association in this city, and which we believe is now generally conformed to.

So much space has been given to this organization because to it belongs the credit of formulating the first detailed scale of wages presented to employers in the printing business in the United States, and because, curiously enough, while the earlier society of 1795 is sometimes mentioned by writers, this much more important one of 1799-1804 is not referred to by any of them.

The Philadelphia Typographical Society was organized in 1802, and enjoys the distinction of being the oldest existing organization of the craft. Up to 1831 it existed as both a benevolent and a trade society, as was the rule among the early societies. In 1831 it became a purely benevolent association, and as such exists to-day.

February 22, 1802, this society formulated a list of prices (which is believed to be identical with that of the New York Typographical Society in 1800), and, prefacing it with a neat address to the employers, submitted it for acceptance.^a A photographic reproduction of the only copy of this price list known to be now in existence is here presented.

Sir,

Philadelphia, February 22, 1802.

THE "Philadelphia Typographical Society," take the liberty to furnish you with their *List of Prices*. We hope that we shall be indulged with at least a candid examination of our demands....we presume you are not unacquainted with many of them. We would wish to be placed on a footing, at least, with mechanics....our wages have, in no instance, kept pace with them. We have the merit of not being the most dissatisfied, and in no one instance of demanding anything unjust. We have, in the following statement, confined ourselves to what a majority of the employers in this city give. Our object is, to have one uniform price established. In doing this, we shall act as men towards men....no person will leave his employ until he has given a reasonable notice....in return, we expect that your conduct towards us will be equally candid. Indeed, we cherish a hope, that the time is not far distant, when the *employer* and the *employed* will vie with each other, the one, in *allowing* a competent salary, the other, in *deserving* it. Under these impressions we submit the following prices to your decision.

COMPOSITION.

	<i>Del. Cu.</i>
Per week, not less than	8 00
Every 1000 m's, from Brevier to English, inclusive	25
Common Rule or Figure work	50

PRESS WORK.

	<i>Del. Cu.</i>
Per week, not less than	8 00
All paper below medium, per token	30
Ditto above medium	37½
Broadsides, per token	75
Cards, per pack	12½
A single pack of cards	30
All small jobs	30

GEORGE WHITE, *President*.
JOHN CHILDS, *Vice-President*.
WILLIAM LITTLE, *Secretary*.

W. W. Wands, }
E. Conrad, } *Standing*
B. Greaves, } *Committee.*
J. M'Ilvaine, }

J. W. Scott,
A. Scott,
P. Denham,

George Tomlin,
Ira Jones,
Francis Wrigley,
John Claypoole,
Edward Whitely,
William P. Lane,
Alexander Boland,
James Winnard,
John Kinley,
Nicholas Kornfeldt,
George Phillips,
Allen Dowell,
James Means,
Charles Lee,
William Alexander,
Isaac Pitman,
Benjamin Hickerton

John W. Allen,
Thomas B. Abercrombie,
Francis Lauder,
Henry Garson,
Stephen Sewell,
John Whitely,
Silas B. Hand,
Thomas Town,
Samuel Akerman,
John Pigeon,
William Faithfull,
Thomas Stewart,
John Bernard,
Jacob Bernman,
William Cornely,
Horatio Bostle,
Samuel Starr.

Joseph Bedford,
George Thompson,
John Dow,
William Carle,
Robert Maxwell,
Patrick Mulligan,
James C. Covertly,
William Hasley,
Theodv Dalton,
John Cooper,
James M'Kibbin,
Arthur Colerake,
John Alexander,
Hance H. Gills,
Andrew Snyder,
John Robinson.

The constitution of this society, which was not finally adopted until November 6, 1802, is given in full in Appendix A, No. 1, and is believed to be the oldest constitution of a labor organization extant in the United States. No printed copy of the document was

^a The bibliography appended to Sidney and Beatrice Webb's "History of Trade Unionism" in England gives "the scale of prices of the Edinburgh compositors for 1805" as the oldest printers' scale. It may therefore develop that this Philadelphia price list is the oldest in the language.

found, but a transcript was made from the minutes of the society for the purpose of this article.

While the constitution gives prominence to the sick and funeral benefit features of the organization, as did the early craft guilds and still earlier burial societies, nevertheless, unlike them, it does not entirely conceal its industrial purposes. The journeymen printers had secured the acceptance by the master printers of their price list of February 22, and under "a desire to consolidate the present good understanding and harmony which now happily subsists among the brethren of our profession," the constitution of November 6 was adopted. In addition to a sick benefit of \$3 a week and a funeral benefit of \$10, "in every case when a member may be thrown out of employ, by reason of his refusing to take less than the established prices," the board of directors "shall advance, if required, on his own security, in their discretion, such sum per week as will be sufficient to defray his ordinary expenses," and, furthermore, if such person was unable to return the money so loaned, then an assessment should be levied upon the membership to repay the same. To this incipient strike-benefit fund was added an obligation upon the part of at least the officers of the society to use their influence to secure employment for members in preference to nonmembers, and, above all, membership in the society was conditioned upon having "served an apprenticeship satisfactory to the board of directors." It is impossible to read the minutes of the meetings of these early societies, however, without being convinced that the serious purpose of their existence was not made prominent in their published documents. They had an exoteric and an esoteric side. To the public they pointed out their benevolent features. The real work was done in executive session. However, a great many of their members joined them because of these benevolent features, and thought their mission confined to this, so that there were always two factions, one demanding more and more of trade regulation by the society, the other opposing any interference in trade matters, and constantly urging a further extension of the mutual benefits, from an "alimoner's" point of view.

At its monthly meeting of December, 1802, the society appointed a committee to draft a memorial to Congress praying for an additional duty on all imported European books. April, 1803, it raised the price of composition on daily newspapers to 30 cents per 1,000 ems, placed a charge of 20 cents on each alteration from copy after proofs were corrected, and passed a "lost-time" rule, as follows:

Whenever an employer agrees to pay for lost time it shall be at the rate of 15 cents per hour.

In June, 1803, the society raised the initiation fee to \$2; voted \$83.60 to the printers in New York who were suffering from yellow fever; then passed the following not at all eleemosynary measure:

Whereas several employers have taken laborers at presswork, and thereby the business has been materially injured: Therefore,

Resolved, That no member of this society shall be permitted to work at presswork with any person who is not regularly bred, bound apprentice till 21 years of age, except under penalty of expulsion.

In 1806 it began expelling members on first offense for working below the scale of prices, and in February, 1807, extended the obligation to all members, theretofore resting upon officers only, to aid members in securing employment in preference to nonmembers by the passage of the following:

Resolved, That if any member of this society who shall procure employment for any person or persons who are not members of this institution in preference, and knowing at the time of the procuring of such employment that there are members of this society then out of actual employment, such member or members so offending shall on conviction be subjected to a fine of \$5, and for second offense be liable to suspension or expulsion, at the discretion of the directors: Provided, nevertheless, That this resolution shall not be construed to the prejudice of members interesting themselves in behalf of strangers in distress or emigrants from Europe.

The year 1807 marks the development by the Typographical Society of Philadelphia of much that has been thought to have originated with modern unionism, such as the demand for the exclusive employment of union men, the monthly "working card," and the adoption of a system very suggestive of the "house of call," or union employment bureau. At the meeting held April 4, 1807, the initiation fee was raised to \$4 and the funeral benefit increased to \$25. After these concessions to the "alimoners" this resolution was passed and a committee appointed in accordance with its terms:

Whereas many illegal practices and abuses hostile to the established regulations of this society, as well as injurious to the interests of each and every industrial member thereof; and whereas, also, the said abuses and illegal practices on the part of the employers are tamely submitted to, and in some instances connived at by the employed, to remedy which and to make such further inquiries as they may deem necessary,

Resolved, That a committee be appointed to inquire into the present state of the art, and whether any and what abuses are practiced, and what regulations it may be expedient on the part of the society to adopt, to check and do away with all such abuses and irregular practices hostile to the interests and well-being of its members, and that the committee report the results of their investigations.

Apparently there is a studied vagueness about this resolution so unusual that one is at a loss to understand it until it is learned from the report of the committee that the resolution is aimed not at members of this society, but at the master printers, who were cutting prices and employing "two-thirders," or persons who not having

finished their apprenticeship were willing to work for anything they could get. The report of the committee follows:

In reviewing the present state of the art, it is with considerable regret that we dissent from a very prevalent opinion, which we can not think was even true when it was first formed.

To say that "printing was in a highly flourishing condition" may be well enough applied to themselves by the gang of pettifogging master printers, but the great body of the journeymen and the few respectable master printers know it to be false. The prices received by the master printers six years ago were better for common work than what they receive at present. At that time all common work gave them 64½ cents, whereas at present they only receive 45 cents, and in some cases even less.

The committee are of the opinion, that in order to maintain that harmony which as yet happily exists between the society and the master printers, it would be expedient to hold a conference with them on the subject, and make such regulations in the prices as the nature of the times may require and enable employers in all cases to give the preference, and if possible, never to employ any other than members of this society, or at least men who have served a regular apprenticeship.

September, 1807, the society adopted the following regulation:

Resolved, That cards be printed by the society, to be renewed by the secretary every month, for the benefit of those out of employment, stating that they are not in arrears; and such persons who can not produce the same, on inquiring of a member for a berth, he is prohibited from informing the said person under penalty of \$1 for every such offense.

As yet no journeymen's society had been strong enough to maintain, indeed none had had the temerity to advance any apprenticeship regulations. There was a customary apprenticeship rule that had come down from the masters' guilds to the effect that a term of six years between the ages of 15 and 21 was necessary to constitute a journeyman. But the old guild conditions were gone, and the new conditions were only forming; neither the conditions nor the workmen's societies were ripe for a definite stand on the regulation of apprenticeship. The Philadelphia society, at its meeting of December, 1808, took such stand as it could on the problem by enacting that no member should teach an apprentice who was not bound before his eighteenth year; the penalty for violation being not only expulsion from the society but notices of such expulsion to be sent to the other societies of printers. This is the first intimation of the exchange of names of objectionable printers, which afterward developed into the "unfair lists," "rat lists," etc.

The regulation as passed reads:

That from and after the 1st day of January, 1809, no person, a member of this society, shall teach or assist in teaching any person in the art of printing who may have arrived at the age of 18 years.

And be it further resolved, That if any member or members of the Philadelphia Typographical Society shall in violation of the rule in that case made and provided, undertake to instruct, or in any manner assist to instruct, in any branch of the art of printing, any irregular person included in the foregoing resolution, such member or members shall, on conviction, be expelled from the society, and notice of such expulsion shall be communicated to the different typographical associations throughout the United States as the president of the board of directors may think proper.

The latter part of this resolution not only marks the beginning of the "unfair list," but raises the question as to what other typographical associations existed in the United States at that time.

So far as can be definitely ascertained, from original records at this late date, there were no other such societies in existence in December, 1808. In "Thomas's History of Printing" it is stated that "The Boston Typographical Society was organized in 1803," without giving any clue to the authority for the statement. In 1809 the Philadelphia society received a communication from the Boston Typographical Society, stating that it had just completed and presented a scale of prices to the employers. The letter gives an impression that the society had been but recently organized, though it does not say so. This society seems to have been short lived, as another of the same name was organized November 25, 1815, as appears from a letter in the minutes of the New York society, a copy of which is transcribed elsewhere. The records of the Boston Typographical Society, after its demise, were placed in the library of the Franklin Typographical Society, of Boston, which was organized in 1822 as a purely beneficial society, admitting to membership both employers and employees, and prevented by its constitution from taking any part in trade matters. This society still exists, but the records of the journeymen's organization have been lost. The latest mention of the Boston Typographical Society is in 1826, when it sent a communication to the Columbian Typographical Society, at Washington, D. C., as shown by the minutes of the latter society. The Faustus Association of Printers was organized in Boston in 1805, but this was an employers' association, to regulate prices of work done for the public. It can not therefore be confidently asserted that there were any societies, outside of Philadelphia, in existence when the Philadelphia society passed its resolution in December, 1808; but it is not improbable that there were such in Boston and Baltimore. The Baltimore Typographical Society is referred to in 1815 as one of the older societies. The date of its organization has not been ascertained, and none of its records could be located. Unfortunately also the present typographical union of Baltimore, organized in 1831, lost its records in the great fire of February, 1904, just a few months before the collection of data for this article was begun.

The condition of the trade in New York City seems to have deteriorated rapidly after the collapse of the union in 1804. In June, 1809, a coterie of printers met in the private house of Mr. David Reins, 49 Barclay street, to discuss the question of organization. A committee was appointed to draft a constitution and report Saturday evening, July 1. At this meeting the constitution was presented, adopted, and an organization perfected by the election of S. W. Andrews, president, and David Reins, secretary. One of the most active men in the organization of this society known as the New York Typographical Society, was Mr. Samuel Woodworth, author of *The Old Oaken Bucket*. All efforts to secure a copy of this constitution for the present article have proved futile. From the start the society took what was at that time a radical stand along trade lines, though embodying in its plan the beneficial features common to all trade societies of the time.

The first efforts of the society were directed toward the education of the journeymen in the purposes of the organization, and inducing them to join. At a meeting held July 29 two members (pressmen working at the office of the American Citizen) reported that when they notified their employer that they could not longer work for less than the customary standard of wages fixed by the scale of 1800, they were both discharged and their places given to "two strangers." A committee was appointed to wait on the "strangers," and later, when this committee reported, a letter was ordered to be sent them which so explicitly states the purpose of the society that it is transcribed in full:

NEW YORK, *August 25, 1809.*

GENTLEMEN: The board of directors of the New York Typographical Society, by a resolution passed the 19th instant, have directed me to inform you that the customary price per token for working superroyal paper is 37½ cents, and 48 tokens (which is supposed to be the number you work per week) at that price would amount to \$18.

The present society, however, have yet no established prices, either for presswork or for composition; but the price which is here mentioned is that which was instituted by a former association in this city, and which we believe is now generally conformed to. [This was the society of 1799-1804.]

The board of directors, however, actuated only by motives of interest for the profession, have also directed me to inform you that, having expressed your determination to use all honorable means to increase the wages, both of compositors and pressmen, if necessary, and to support and maintain the honor and dignity of the trade, the best manner in which you could evince your sincerity would be by joining the society, whose objects and conduct you seem to have mistaken. To establish equitable prices for our labor is the principal object for which we have recently associated, and which we hope in a short time to accomplish. The first step toward this is an increase in our numbers, and we conceive it to be the duty and the interest of every journeyman printer in the city to come forward and unite with

his fellow-craftsmen in promoting an object which has for its end the benefit of the whole.

Should you, gentlemen, conceive the above observations satisfactory and have a desire to promote the objects we have in view, I would observe that the board of directors meet every Saturday evening at the house of Mr. Clark (Harmony Hall), to whom an application can be made at any of their meetings.

D. H. REINS, *Sec'y N. Y. T. S.*

The organizers of this society began at once, as a part of their vigorous policy, to open communication with all similar organizations in the country, to which they mailed a circular letter dated September 9, 1809, and which proposed nothing less than an exchange, from time to time, of what is to-day known as "unfair lists;" that is, that whenever a printer does what to the union is considered an unfair thing in trade matters, other unions shall be notified of the fact. That this principle was then new, or practically so, is inferred no less from the arguments used in the circular to maintain it, than from the letter of the Philadelphia society in reply. Both these letters follow:

NEW YORK, *September 9, 1809.*

GENTLEMEN: In all classes of society experience has proven that there have been men who, laying aside those principles of honor and good faith which ought to govern their conduct toward their brethren, and for a mere gratification of private interest, have set aside the obligations they were under by violating the ordinances which they had pledged themselves to maintain.

It is for the interest of the profession that such persons (if any there are) should be discountenanced; and to the end that the knowledge of their sins should follow them, the directors of the New York Typographical Society have directed me to open a correspondence with you, by requesting, if compatible with your constitution, that in cases where members of your society or others of the profession may have acted dishonorably toward it, and should leave ——— for this city, you would be so good as to transmit information to them, the favor of which, on a like occasion, would be reciprocated.

The directors of the N. Y. T. S. sincerely hope that an instance of this nature may never have to be recorded, yet it appears to them that the adoption of a rule like the above might be attended with mutual benefit. There is nothing which acts more powerfully on the human mind than shame. It makes the coward bold, the miser generous; and it is to be hoped that it will ever deter a journeyman printer from conducting unworthily toward his brethren when innate principle is wanting.

Accept the assurance of my esteem for you gentlemen, and my sincere wishes for the prosperity of the ——— society.

D. H. REINS, *Sec'y N. Y. T. S.*

To this elaborate argument for and cautious statement of one of the protective features of unionism, so universally understood to-day that it is never stated in terms, the following equally remarkable reply was received from the Philadelphia society. The "second let-

journeymen, who is said to have served no apprenticeship at the business.

Out of their experience came an amendment to their by-laws, passed December 23, within a week after the close of the strike:

No person shall be admitted a member of this society unless he shall have duly and regularly served the term of three years as an apprentice to one branch, namely, either as a compositor or as a pressman.

On December 30, 1809, they issued a circular letter, going into the whole matter of "halfway journeymen," afterwards called "two-thirds," and the laxity of apprenticeship regulations. It was addressed to the employers, and as it is the earliest survey of the situation in the trade from the workman's point of view it is, notwithstanding its length, given in full below:

TO THE MASTER PRINTERS OF THE CITY OF NEW YORK.

GENTLEMEN: Viewing with deep concern the improper practices in many of the printing offices in this city, the journeymen composing the New York Typographical Society have appointed the undersigned committee to address you on the subject, and represent the many evil effects they have on the art of printing in general and its demoralizing effects on its professors.

The practice of employing what is termed "halfway journeymen" in preference to those who have served their time, while it holds out encouragement to boys to elope from their masters, as soon as they acquire a sufficient knowledge of the art to be enabled to earn their bread, is a great grievance to journeymen, and almost certain ruin to the boys themselves. Becoming masters of their own conduct at a period of life when they are incapable of governing their passions and propensities, they plunge headlong into every species of dissipation, and are often debilitated by debauchery and disease before they arrive at the state of manhood. And it also tends to an unnecessary multiplication of apprentices, inasmuch as the place of every boy who elopes from his master is usually supplied by another, while at the same time the runaway supplies, after a manner, the place of a regular journeyman, and one who, probably has a family dependent on his labor for support.

We would also beg leave to call your attention to a practice as illiberal and unjust as the former, and attended, perhaps, with evils of a more aggravating nature. We mean that of taking grown men (foreigners) as apprentices to some twelve or fifteen months, when they are to be turned into the situations of men who are masters of their business; which men are to be turned out of their places by miserable botches, because they will work for what they can get. By these means numbers of excellent workmen, who ought to be ornaments to the profession, are driven by necessity to some other means of support. When a parent puts out a child to learn an art, it is with the pleasing idea that a knowledge of that art will enable him, when he becomes a man, to provide for himself a comfortable subsistence. Did he know that after laboring from his youth to manhood to acquire our art he would be compelled to abandon it and resort to

some business with which he was totally unacquainted to enable him to live, he would certainly prefer that he should in the first instance seek a livelihood on the sea, or by some other precarious calling, than trust to the equally precarious success of a trade overstocked by its professors. Of the number that have completed their apprenticeship to the printing business within the last five years, but few have been enabled to hold a situation for any length of time. And it is an incontrovertible fact, that nearly one-half who learn the trade are obliged to relinquish it and follow some other calling for support.

Under the direful influence of the unwarrantable practices, the professors of the noblest art with which the world is blessed, have become "birds of passage," seeking a livelihood from Georgia to Maine. It is owing to such practices that to acknowledge yourself a printer is to awaken suspicion and cause distrust. It is owing to such practices that the professors of the noble art are sinking in the estimation of the community. And it will be owing to such practices, if persisted in, that to see a book correctly printed will, in a few years, be received as a phenomenon.

To render an art respectable it is indispensably necessary that its professors should be perfect masters of their calling, which can only be acquired by serving a proper apprenticeship. And, in our art, it is not always time that perfects the printer. For it is too often the case, that boys of little or no education are taken as apprentices which the first services as devil frequently preclude the knowledge of, until they are bound, when the discovery is too late to be remedied. Owing to the deficiency, they make but sorry printers; whereas, had they learned some trade which does not particularly require a good education, they might have been perfect masters of it and better able to gain a livelihood. These are evils, gentlemen, which we sorely feel, and which it is in your power to remedy; and we sincerely hope that this appeal to your justice and humanity may meet with that consideration which its importance demands."^(a)

D. H. REINS.
W. BURBRIDGE.
S. JOHNSON.

^a It is impossible to read this circular, and the subsequent struggle the unions had for fifty years with the runaway-apprentice and "two-thirder" problems without recalling that oldest of journeymen printers' documents, preserved in the British Museum, and quoted in full by Brentano in his *History and Development of Guilds* (note to p. 97), as follows:

The case and proposals of the free journeymen printers in and about London, humbly submitted to consideration. Licensed October 23rd, 1666.

Whereas there are at this present in and about the City of London, to the number of one hundred and forty workmen printers, or thereabouts who have served seven years to the art of printing, under lawful master printers, and are reduced to great necessities and temptations for want of lawful employment, occasioned partly by supernumary apprentices and turn-overs, which have increased the number almost to twice as many on the whole, as would be sufficient to discharge all the public and lawful work of the kingdom. The workmen printers above-mentioned &c. propose; 1. That no foreigners (that is to say) such an one as has not served seven years to the art of printing, under a lawful master printer, as an apprentice, may be entertained and employed by any master printer, for the time to come. 2. That a provision may be made to hinder the increase of apprentices and a limitation appointed as to the number, &c. 3. That no turn-overs be received by any master printer, but from a master printer; and that no master printer turning over any apprentice to

A letter from the Philadelphia society in September, 1810, informed the New York City organization of the new wage scale, that of September 20, and the strike for its enforcement in the former city. Immediately an extra meeting of the New York society was called to act upon it. The following extract from the minutes shows how a feeling of unity of interest was rapidly growing among the workmen of the neighboring cities of that date. The minutes are those of the special or called meeting:

A letter was read from the journeymen printers of Philadelphia, accompanied with a circular list of prices, which they are now standing out for, and urging us to cooperate with them in order to obtain their just demands; and the board, conceiving the nature of the communication of the utmost importance, came to the immediate resolution of convening the general society, and the following was immediately passed:

Resolved, That a general extra meeting of this society be called on Monday, the 24th instant, for the purpose of giving general information to the members of the proceedings of the journeymen printers of Philadelphia.

Resolved, unanimously, That we highly approve of the proceedings of our typographical brethren of the city of Philadelphia in the demand for a raise of prices.

Resolved, etc., That we pledge ourselves to each other that we will not take any situation vacated by any of our brethren in Philadelphia under the present circumstances.

Resolved, etc., That it be recommended to the members of this society to make the proceedings of this meeting known as general as possible.

Resolved, That a copy of these resolutions be transmitted by the secretary to the Philadelphia Typographical Society.

On August 7, 1811, the society added an article to its constitution limiting the age at which apprentices at presswork may begin and prohibiting members from working with men receiving less than the scale. The words of the amendment were:

No member of this society shall be permitted to take with him as a companion at press a person who is of full age at the commencement of his apprenticeship; nor shall any member of the society work in an office where a person is employed for less than our established prices, under the penalty of expulsion in either case.

A side light is thrown on the conditions which furnish a justifica-

another master printer may be permitted to take any other apprentice in his place, till the full time of the said apprentice so turned over be expired; for otherwise, the restraint and limitation of apprentices will be evaded, and the number supplied by turn-overs.

It is significant to note that the remedy proposed by this first craft guild of London printers in 1666—i. e., limitation on the number of apprentices was precisely the one eventually adopted by the typographical societies in the United States, beginning with the New Orleans society in 1839, and finally adopted by the Washington, D. C., union in its constitution of 1867, the last of the local unions to adopt the measure.

tion from the trade-unionist point of view, for the first provision of the above article, when on July 24, 1813, a committee reports on a proposition for membership. This applicant proves to have been a weaver by trade; but as weaving "gave him a pain in the breast," he got a situation in a livery stable. From that he went into a printing office as a pressman. Even his employer testified before the committee that when he came to work for him "he did not know how to scrape a ball, and by his appearance and conduct thought he was never in a printing office before." The society refused him admission "since he is a weaver, not a printer." Apprenticeship was felt to be their only protection, and as a safeguard the pressmen (who worked in pairs) were prohibited from taking as companion a man who had "broken into the trade" after he was 21 years of age.

Early in 1815 the society began debating the question of a new wage scale. One was finally adopted October 7, 1815, a copy of which will be found in the Appendix hereto. (Appendix B, No. 1.) This scale further restricted the apprentices by requiring the employer to pay the pressmen an extra piece price where apprentices were being taught the trade. Not only did the society adopt a new scale, raising the rates to 27 cents per 1,000 ems and \$9 per week, but at the same meeting, by unanimous vote, adopted a resolution that "a committee of three be appointed to confer with the different typographical societies in the United States, the duty of which committee shall be to induce (if possible) the journeymen of Philadelphia, and Albany in particular, to raise their prices to at least the same standard as ours."

The new wage scale was accepted by most of the employers, but involved the society in a strike for its enforcement in a few minor offices. From a clause in a letter the New York society sent to the societies in Albany, N. Y., and Washington, D. C., in 1816, in response to notices of the adoption of new wage scales by those societies, it will be seen that the employers of New York were the first to insist upon or at least suggest the idea of a uniform wage scale for the entire country, an idea which for other reasons agitated the various societies for nearly a half century afterwards. The clause referred to states:

That you should pursue the measures you are now pursuing has been the desire of both the journeymen and employers of this city for the following reasons: It was urged by the employers last summer, when our journeymen made a demand for higher wages, that unless journeymen in other places would raise their prices to an equilibrium with those we had presented, it would induce the booksellers to send their work out of the city, as the difference in the price for which work could be done elsewhere would more than pay for the transportation.

It must be remembered that at this time and for nearly a quarter of a century afterwards newspapers employed such a small percentage

of the printers that the societies paid little attention to anything else than the book and job offices.

After the strike to enforce the wage scale of 1815 the society had again to discipline a number of its members. Some of the early societies had admitted to membership employers who paid the scale. While this society had never done this, a member who had been admitted as a journeyman did not lose any of his rights in the society by becoming an employer. The obligation or pledge required members not only to demand the scale of prices as journeymen, but to pay it should they become "masters." The experiences of the strike forced a new measure upon the organization. The temper of the society was to be tested by the trial of an extreme case, and one member who had become an employer subsequent to joining the society was brought up on a charge having six separate counts, three of which read as follows:

First. For an attempt, in combination with a few employing printers, to lessen the established wages of journeymen.

Second. For introducing into the printing business men wholly unacquainted with it to the exclusion of regular-bred workmen.

Third. For refusing to give employment to members of this society and employing one not a member in preference—a direct violation of the solemn pledge he has repeatedly given us.

The other three charges were, in substance, that he had given currency among the masters to the plans and purposes of the society contrary to his obligation; that he had permitted his name to be added to the advertisement of other employers in advertising for "strangers" to come to New York and take the places of the striking printers; and lastly, that he had injured his brother members of the society. On motion, a resolution of expulsion was passed, which resolution provided: "And his name, with the nature of his offense, be transmitted to the different typographical societies in the United States." To safeguard the future and make permanent the lesson learned, the by-laws were amended by the addition of the following:

Experience teaches us that the actions of men are influenced almost wholly by their interests, and that it is almost impossible a society can be regulated and useful where its members are actuated by opposite motives and separate interests. This society is a society of journeymen printers, and as the interests of the journeymen are separate and in some respects opposite to that of the employers, we deem it improper that they should have any voice or influence in our deliberation; therefore,

Resolved, That when any member of this society shall become an employing printer he shall be considered without the limits of the society and not to vote on any question, or pay any dues in the same.

No device was to be permitted to lessen the piece price of a quantity named in the scale. Under the old system of printing playing cards but one was printed at a time. Some master printer devised a scheme of setting up two cards in a form and then claimed a reduc-

tion from the pressmen's scale for presswork. The meeting of June 7, 1817, was devoted to a solution of the problem: "If two cards of the same be set and worked two at a pull shall they be charged less than if they were worked singly?" The decision of the society was that "every 52 cards so worked be charged a pack."^a Members were held to honest work for their employers and expelled from the society for an unworkmanlike thing as surely as for an act prejudicial to the interests of other workmen. In November, 1817, a member was expelled and his name sent to all known societies because he had "turned wrong a half sheet of 24's, and without mentioning the fact to his employers left the city, even neglecting to note down the signature letter in his bill—conduct highly derogatory to the New York Typographical Society and disgraceful to himself as a member."

Out of the conditions in the industry were rapidly developed the measures which soon became the customs, which ossifying became the anatomy of subsequent trade unionism—the bones and framework of all modern organizations along trade lines. These "fundamental principles of trade unionism," which are never now expressed in constitutions, or elaborated in resolutions, because too thoroughly understood to be expressed, or require expression, are but the successful experiments of the formative period in its life, made permanent by time; the sediment of experience petrified. As witness to this development it is worthy of note that at its meeting in November, 1817, the society resolved to keep a register of members, and their places of employment. One member was appointed as the representative of the society in each printing office, and at each meeting as their names were read they must give information "as to the state of trade and the chances of employment for more of our members." A list of those out of work was also to be kept, and these in the order of registration were to be notified of any vacancies or opportunities for employment reported at each meeting. How suggestive this is of the "father of the chapel," the "house of call," and the "waiting list," and each of the early societies developed similar features. The aggressive element was, however, being defeated in another direction. In 1816 the society had made application to the State legislature at Albany for an act of incorporation. The assembly passed the bill, but the senate inserted an amendment, which, while preserving all of the social and "benefit" features of the society, pro-

^a The principle involved here has always been contended for by British trade unions, but not, as a rule, by those of the United States, at least until recently. The claim is that labor should have a once-established percentage share of the product, regardless of time involved in its production. This is now a dictum of the unions that seek to maintain "a competitive equality" among employers, but is not a part of the typographical union's creed.

hibited it from interfering in any manner with trade matters, or attempting to influence the wages of labor. This amendment to its bill the society declined to accept, and the matter went over for two years. In 1818 the bill came up in its original form again, and was again passed by the assembly. Mr. Thurlow Weed, who had joined the society in October, 1816, just after it had established its wage scale of 1815, but before industrial peace had been entirely secured, had charge of the society's bill in Albany. Mr. Weed seems to have been thoroughly in sympathy with the trade regulation interests of the organizations but the senate was not to be moved. After two years of effort to secure what it wanted from the legislature, the society finally accepted the senate's terms and adopted, as section 5 of article I of its constitution, the following:

SEC. 5. In no case shall the society interfere in respect to the price of labor.^(a)

The society exists to-day and is financially prosperous, but it passed out of the class of organizations considered in this article by its acceptance of this legislative charter in 1818. On its beneficial side it had a most elaborate system for the relief of needy members, going so far as to furnish and pay watchers for the sick. The large area of its jurisdiction was divided into sections with visiting committees for each. It was as active in matters of mutual benefit and help as on its trade side. The mutual aid element in these early societies has been fully written up heretofore by scholars who, judging only from their printed constitution, and not having access to the minutes or records, have assumed that they were merely mutual aid and burial societies. There is no disposition here to question or even to ignore this element in these societies, but to bring to light from the minutes the evidence that whatever livery of charitable clubs they wore in public, in their hall rooms they were labor organizations.

Considerable space has been given to this New York society of 1809 because of its trade aggressiveness. In trade matters it was the stormy petrel of the early societies, and but for the clipping of its wings in 1818 the societies organized in the movement of 1815 to 1820 would probably, under its influence, have been as distinctively and as openly trade unions as were those organized from 1830 to 1850.

In order to follow more closely the career of this New York Typographical Society from its inception to the surrender of its trade influence, there has been some sacrifice of strict chronological arrangement. It remains, however, but to state that from the time of its organization, July 1, 1809, until it ceased to be a labor force in 1818, it had enrolled 237 members.

During the war of 1812 the secretary of the society, Mr. David H.

^a From a copy of the constitution as printed in 1833, to be found in the Library of Congress.

Reins, organized a company of artillery composed entirely of printers for the defense of the harbor of New York; just as the Philadelphia society, by unanimous vote in September, 1814, resolved to appropriate one day's labor for each of its members "on the fortifications now erecting for the defense of the city," and on October 14, 1814, appointed a committee of three "whose duty it shall be to receive applications of the wives of such members of this society now absent in the service of the country, under the requisition of the President thereof, as may stand in need of assistance, and that they report at every meeting of the directory the sum they think proper to be allowed to each."

The Philadelphia society, after passing the resolution of December, 1808, forbidding its members to instruct an apprentice who was more than 18 years of age at the commencement of his apprenticeship, and providing for the transmission to other societies of the names of expelled members, as elsewhere-referred to, followed this up in March, 1809, by requiring all members to take the obligation formerly exacted only from officers, including the pledge "that I will procure employment for any member or members of this society in preference to any other when occasion may require."

Early in 1809 the society began proceedings to secure incorporation. Some alteration in the constitution was required by the courts preliminary thereto, though the exact character of the change does not appear on the minutes. In December, 1809, however, "the committee appointed to procure an incorporation reported that the constitution had been handed to the judge of the supreme court for signature on that day and that Mr. Franklin's fee as counsel was \$8, which he would not accept, but returned to the committee as a donation to the funds of the society."

July 14, 1810, the initiation fee was raised to \$5 and a clause added to its constitution which has caused the downfall of more societies than any other one thing with which they had to contend, to the effect that members who paid their dues for twenty years became "free members," entitled to all the benefits of the society for life without further payment. The effect of this will be referred to elsewhere.

In September, 1810, the society presented a new scale of prices to the employers, which seems to have been unsatisfactory. No copy of this price list has been found. A strike for its enforcement seems to have been a disastrous failure, almost depleting the society's treasury and greatly reducing its membership. At the beginning of 1810 there were 119 members in good standing, 14 joined during the year, and 78 resigned or were expelled, leaving the membership 55, or only one more than in 1802 at its close of the first year of existence.

Apart from its patriotic attitude in 1814, referred to above, the benevolent features of the society occupied its energies until June,

1816, when the pressmen formulated a scale and issued the following address to the employers. A similar statement was issued by the compositors, bearing the indorsement of the society, which raises the question as to whether the pressmen belonged to the society or whether the society as such indorsed only the demands of the compositors and not those of the pressmen. The only copy of this address and price list found was transcribed on the minutes of the New York Typographical Society as a communication from Philadelphia. The document itself seems to emanate from a mass meeting rather than from the society. The Philadelphia society seems not to have become a purely benevolent association until 1831. Whether or not the pressmen acted independently of the society in this matter the address and scale is worth preserving here.

TO THE EMPLOYING PRINTERS OF THE CITY AND COUNTY OF PHILADELPHIA.

GENTLEMEN: The pressmen are induced, from a duty which they owe to themselves, to call your serious attention to what they here present you. The general prices that they now receive for their work were established fourteen years since [by the scale of 1802]; it will therefore appear obvious to every person that there has been a great increase since that period in the population of our country, likewise a wide extension of our commerce, agriculture, and manufactures. The consequence has been a very considerable rise in the things necessary for the comfort of man. They are decidedly of the opinion that almost all mechanics have had an advance in their wages in proportion to the rise in the necessities of life, taken in the aggregate; while the printer, whose profession is not second in point of merit to any other, is left as it were to stem the torrent of adversity with an empty pocket. Heaven forbid that this should be the fate of those whose labors tend so essentially to the promulgation of knowledge throughout our extensive country. And they likewise believe it to be an indelible fact, long since established, that Philadelphia is famous for its workmen in the art preservative of all arts, both in skill and faculty; but with shame they are compelled to say (notwithstanding our city is the emporium of art) that they receive a less award for their services than is awarded in any of the other cities of the Union. From a sense of imperious duty incumbent upon them as respectable members of society, they now make the demand, fully confident that it is moderate and just. The laborer is worthy of his hire.

They therefore anticipate that you will, with liberality becoming your profession, give your decided approbation to the annexed scale of prices. Your opposition we ought not to expect. We are, however, directed by the meeting to inform you that we have been authorized and directed to correspond and confer with you individually, or to meet any committee that may be appointed on your part for that purpose. You will therefore, gentlemen, please to inform us of your determination as soon as possible, as we have to report to the next meeting. On our part we assure you that we will use our utmost endeavors in this conference to produce a good under-

standing and to avoid as far as possible those inconveniences and altercations which invariably arise out of an imperfect understanding, well aware that it is too often cherished by those whose position "does not command a view of the whole ground."

(Signed by order of the meeting.)

J. C. DOWDEN,
P. MILLER,
GEO. HITNER,
JOHN DOUGLAE,
O. P. MERRILL,

Committee on behalf of the Journeymen Pressmen.

PHILADELPHIA, June 17, 1816.

PRESSWORK.

Pressmen to receive not less than \$9 per week for 10 hours work per day. Paper—medium and below medium, not less than $33\frac{1}{3}$ cents per token; when the number is less than four tokens, to be charged 35 cents per token; above medium $37\frac{1}{3}$ cents per token; stereotype editions to be charged 35 cents per token; broadsides, medium, 60 cents per token; royal, 75 cents per token. Cards—for one pack and not exceeding two packs, $33\frac{1}{3}$ cents; when the number exceeds two packs, to be charged $12\frac{1}{2}$ cents per pack.

The result of this appeal is not known. In April, 1817, the society appointed a committee styled The Committee of Employ,

Whose duty it shall be to receive the name or names of such person or persons belonging to this society as shall from time to time be out of employment, which committee shall thereupon take all just and honorable methods of procuring situations for such applicants.

Said committee shall meet at least twice in every month, and shall make report to the board of directors at every meeting thereof of the number of applicants (designating their names), and generally of the progress made in the duties of said committee, which report shall be duly entered on the minutes by the secretary and read at each stated meeting of the society.

From time to time committees were "appointed to investigate the state of the printing business in this city" until February 5, 1831, when, by resolution, it was decided "that this society from and after the first day of April, 1831, be dissolved," and a committee was appointed to turn all its assets into cash and divide the funds among the members. Before the date set for dissolution arrived, however, namely, February 12, it was decided "that we do now agree to form an association for benevolent purposes;" and that while the cash on hand should be divided among the members, "the library and book-case and the burial lot" should be given to the new organization, provided the donor of the burial lot (Mr. Ronaldson) would consent to the transfer.

Thus died the trade regulation features in one of the oldest societies. As a society it still exists, as does the New York society of 1809. Never so aggressively industrial as some of the others, the Philadel-

phia society was conservatively a trade organization from 1802 to 1831, and even after that, in 1832, it being rumored that one of its members was about to employ women as compositors, and had offered a nonunion printer a situation as foreman in case women were employed, the feeling in the society was so strong that the member in question felt called upon to write a letter to be spread upon the minutes of the society denying that he had ever intended to employ women.^(a)

The following table, compiled from the records of this society, shows the growth in membership and receipts and expenditures for half a century, from its organization in 1802 to the date set as the limit to this article, 1852:

^a This is the first mention found of women in the trade. Later the question became of utmost importance to printers, and a brief summary of its history seems necessary here, since the final disposition did not occur until after the date set as a limit to the general text of this article. January 17, 1835, a special meeting was called by the Washington, D. C., society because of the alarm occasioned by a statement published in a local paper "that girls were being employed as compositors in newspaper offices in Philadelphia," to break a strike. Resolutions were adopted and embodied in a circular letter sent to the typographical societies of Philadelphia, Boston, New York, and Baltimore, asking if any girls were so employed, if so, how many, and what action these societies "proposed to take to prevent the further progress of this evil?" The records do not show that any replies were received. The national convention of 1854 devoted much of its time to a discussion of the "woman question," as the Detroit union had asked for instructions in the matter. The proceedings of the convention contain pages of resolutions on all sides of the problem, none of which passed. The matter was referred to a committee which recommended that the regulation of the subject be left to local unions, since "the employment of females, as compositors, can never become so general or extensive as to affect the trade materially." At a meeting of the Boston Typographical Union held June 14, 1856, a motion that "any member working in any office that employs female compositors should be expelled from the union," was "laid over" for future consideration, and April 11, 1857, the same union passed a resolution "That all females be allowed by this society to work in all branches of the business, provided they receive the scale of prices adopted by this union." The Philadelphia delegates to the national convention of 1855 were especially "instructed to oppose any recognition of the employment of females as compositors." Nearly every national convention debated, and every local union, in cities at least, had to adopt a policy in regard to this subject. Finally a "union of women printers" was organized in New York City in 1870 and sought admission to the national, and the national convention of 1872 settled the matter by admitting women to full membership in local unions and demanding for her labor the same price paid to men.

STATISTICS OF MEMBERSHIP AND OF RECEIPTS AND EXPENDITURES DURING THE FIRST HALF CENTURY OF THE PHILADELPHIA TYPOGRAPHICAL SOCIETY.

Year.	Members.			Receipts.		Expenditures.	
	Admitted.	Died, re- signed, or expelled.	In good standing.	Dues, fines, initi- ations.	From other sources.	Death, sick, or out-of- work benefits.	Other ex- penses.
1802.....	54		54	\$80.64			\$59.00
1803.....	13	5	62	70.94		\$3.00	9.00
1804.....	1		63	162.00			9.00
1805.....			63	52.62			44.10
1806.....	6	1	68	116.87	\$3.75	12.00	30.37
1807.....	22	2	88	229.38	48.00	41.00	45.25
1808.....	9	2	95	109.78	48.70	36.00	165.37
1809.....	24		119	168.00	44.00	65.00	255.02
1810.....	14	78	55	333.00	52.00	79.00	57.59
1811.....	6	2	59	209.88	31.00	194.00	32.50
1812.....	7	2	64	172.00	833.00	101.00	46.50
1813.....	6	3	67	193.00	65.94	31.00	33.00
1814.....	3	4	66	138.37	74.90	105.00	38.18
1815.....	10	4	72	251.38	70.34	103.00	91.24
1816.....	11	3	80	232.62	78.19	75.00	160.84
1817.....	14	6	88	247.50	95.93	48.00	44.00
1818.....	7	2	93	203.87	95.67	129.00	256.25
1819.....	2	4	91	130.25	67.92	183.00	192.34
1820.....	2	5	88	128.50	21.98	215.00	27.75
1821.....		4	84	118.50	35.75	270.00	13.88
1822.....	9	4	89	123.87	314.09	143.00	271.01
1823.....	2	3	88	161.88	71.54	114.50	27.84
1824.....	9	6	91	128.87	62.81	259.50	259.26
1825.....	10	2	99	154.63	999.05	101.50	118.19
1826.....	6	1	104	115.50	73.25	36.00	130.87
1827.....	12	4	112	199.25	80.25	163.50	25.00
1828.....	4	3	113	114.75	76.50	162.00	51.30
1829.....	6	3	116	137.91	91.00	248.00	106.00
1830.....	1	3	114	158.25	297.12	328.00	21.58
1831.....	52	a 114	52	463.35		55.00	34.35
1832.....	22		74	429.36	100.00	368.57	79.94
1833.....	45	14	105	473.84	112.00	267.00	257.78
1834.....	29	23	111	840.19	45.00	150.00	305.92
1835.....	39	33	117	831.00	70.00	235.32	22.12
1836.....	26	28	115	620.49	77.65	297.54	180.09
1837.....	19	19	115	688.13	88.10	203.67	109.75
1838.....	19	12	122	599.56	100.00	462.84	147.45
1839.....	21	18	125	729.24	112.00	260.36	131.33
1840.....	25	15	135	835.24	132.00	297.72	130.04
1841.....	37	6	166	1,090.04	150.00	648.35	172.27
1842.....	11	9	168	1,008.04	278.00	1,331.84	258.92
1843.....	9	8	169	1,156.21	162.00	827.13	234.02
1844.....	16	10	175	1,161.15	162.00	1,293.35	165.55
1845.....	15		190	1,221.00	162.00	1,294.72	123.30
1846.....	24	6	208	1,340.76	162.00	782.99	132.00
1847.....	11	7	212	1,642.34	163.10	1,235.35	141.20
1848.....	14	1	225	1,533.53	162.00	1,392.16	159.85
1849.....	18	9	234	1,630.42	162.00	1,596.88	85.50
1850.....	7	6	235	1,564.50	328.90	1,891.69	99.90
1851.....	15	9	241	1,508.12	253.71	1,568.23	

* Reorganization. Funds divided equally.

The year 1815 was a memorable one for printers' societies. Boston, Mass., Albany, N. Y., and Washington, D. C., organized during the year, and while the date of the organization of the Baltimore Typographical Society is not known, the first mention of it is also found during this year. The first meeting of the Washington printers for the purpose of organization was held December 10, 1814, at the private house of Mr. H. L. Lewis, in whose parlor the society met, for some years paying him \$1 per month for the privilege. At this first meeting a committee was appointed to draft a constitution, "with instructions to model the same as nearly as may be practicable by

that of the Philadelphia Typographical Society." This committee reported in January, 1815; the constitution was adopted, and the society organized with 19 members. Nine more were added during the year, making a total of 28 at the close of 1815.^(a)

A copy of this constitution copied from the records of the society for this report will be found in Appendix A, No. 2. As it is avowedly based on the later developments of that of Philadelphia, no copy of which subsequent to 1802 was found, the reader should compare the two for himself.

The fact should not be overlooked that the Washington society (called the Columbia Typographical Society) was modeled after the most conservative and largely beneficial of the earlier societies—that of Philadelphia; while that of Albany, N. Y., evidently organized at the instigation of the emissaries from the New York City society, was patterned after that more aggressive body. But if the "first object of the Columbia society was benevolence," it also proposed to "regulate prices," and in the conflict of factions, almost evenly divided as to numbers (except under extreme provocation, as in 1836), it was at once liberally benevolent and conservatively persistent in trade matters, being the only one of the old societies that has survived until to-day, and developed into a modern trade union, rather than a mutual benefit association.

On June 15, 1815, a committee of correspondence was appointed, which reported July 1 that it had sent the following circular letter to the typographical societies of Baltimore, Philadelphia, New York, Albany, and Boston. The copy here given is from the minutes of the original society. It differs in phraseology on minor points from the copy made from the records of the New York society as received.

WASHINGTON, July —, 1815.

To the President of the ——— Society, ——— at ———.

SIR: By a vote of the Columbia Typographical Society, we were appointed a committee of correspondence: In pursuance of which appointment it has become our duty, thro' you, to address the society over which you preside, informing them of the organization, in the District of Columbia, of a society under the above title: having for its object, first, benevolence, and, second, the establishment of a regular system of prices. In the obtainment of these views, we feel assured of the good wishes of your body, as well as of every friend to the profession.

^a As no information has hitherto been obtainable relative to the membership of these organizations, the accessions to this society, by years, is here noted up to 1840. As stated above, it had 28 members at the close of 1815. In 1816 it added 15 to its membership; 5 in 1817; 9 in 1818; 9 in 1819; 6 in 1820; 5 in 1821; 5 in 1822; 14 in 1823; 10 in 1824; 13 in 1825; 9 in 1826; 9 in 1827; 11 in 1828; 2 in 1829; 4 in 1830; 11 in 1831; 5 in 1832; 71 in 1833; 33 in 1834; 17 in 1835; 1836; 17 in 1837; 17 in 1838; 17 in 1839, making a total of recorded names of 365.

In the infancy of associations of this nature difficulties will frequently occur, tending to dampen the fondest expectations of the most sanguine. That we have had to contend with such difficulties we will not attempt to deny, but by a determined perseverance on the part of each member, they have been caused to vanish, and we now indulge the pleasing hope that our society is firmly and permanently established. With satisfaction we have it in our power to state that, with but few exceptions, every journeyman in this District are now members of this society. The few who are not, we have the strongest reasons for asserting, will in a short time attach themselves to us.

We are also directed to state, for the information of journeymen in your vicinity, the wages given in the District, viz:

During the session of Congress, per week	\$10. 00
Working on a Sunday	2. 00
During the recess, per week	9. 00
For pressmen and compositors:	
Composition, per 1,000 ms. for brevier and upwards	. 28
Composition, per 1,000 ms. for less than brevier	. 33½
Presswork, per token	. 33½
Presswork, per token, on newspapers	. 37½

Journeymen are altogether employed by the week during the session of Congress.

We give this notice with a hope that it may prevent journeymen at a distance engaging at less prices than those above quoted.

With a request that reciprocal communications having a tendency to benefit the profession may at all times take place,

We have the honor to be, sir, yours, &c., respectfully,

(Signed) JAS. PETTIGREW,
J. GIDEON, Jr.

This letter brought but two replies, one from Baltimore^(a) and that of the president of the New York Typographical Society, which society sent a further communication, received October 7, notifying the

^a The letter from the Baltimore society makes so clear the fact that that organization was likewise as thoroughly economic in its purpose as were the others that it is reproduced here, since no other documents of this early Baltimore society have been discovered.

BALTIMORE, December 8, 1815.

To the President of the Columbia Typographical Society:

SIR: I hasten to comply with a requisition of the Baltimore Typographical Association, imposed on me by a vote of that body at their last meeting, viz, a reply to a communication received from a committee of the society over which you have the honor to preside—under the name and title first mentioned. Previous, however, to entering into the performance of this task it becomes a duty incumbent on me as a friend to a mutual interchange of sentiments between associations of this nature, as well as individuals, to explain, so far as is within my power, the causes which have produced this almost unpardonable delay—a delay so derogatory to the feelings and so contrary to the wishes of every member of our body.

Your communication bears date of June 30, 1815. It was, I believe, received in due season, and promptly laid before the next meeting after its receipt, which meeting empowered and required the then secretary to forward a reply, expressive of the thanks of the association, for the attention you have shown them, the pleasure they always experience in the establishment of any regulations which have the least tendency to promote the interest and happiness of our brethren in every section of the Union, their congratulations that you have so

Columbian society of a strike in New York to enforce the scale of prices, and asking that no Washington printers be permitted to take situations in New York until the trouble was over. At this meeting of October 7 a "committee was appointed to draft a list of prices similar to that of Baltimore." This committee reported and the list was approved November 4, 1815. It is reproduced herein (Appendix B, No. 2) and is to be understood as representing the wage conditions in both the cities (Washington and Baltimore) at that time. The society ordered 150 copies of this price list printed.

The Boston Typographical Society of 1809 had apparently ceased to exist, as another of the same name was organized November 25, 1815, and on March 2, 1816, on the eve of a demand for an increase of wages, sent the following letter to the various societies:

Boston, March 2, 1816.

SIR: A society bearing the name of the "Boston Typographical Society" was formed in this town on the 25th of November last past, of which Mr. P. F. Quearean is president; Henry Nichols, vice-president; and William Learned, secretary.

On Monday next, 4th of March, the journeymen of this town and vicinity calculate to receive the prices which they have adopted. The employers have already been informed of our determination and we doubt not they will be obstinate at first, but must eventually agree to give us the prices we ask, provided we are united and the journeymen of your city do not think proper to come to this town for work at the call of the masters, as they will doubtless many of them advertise for workmen in a short time.

We, therefore, earnestly request that you will give notice to the members of your society of our proceedings, and as it is all important that we should be left to manage our own affairs in our own way,

completely succeeded in rebuffing the many obstacles naturally incident in the formation of such associations, and their readiness at all times to cooperate with you in all and every measure which may have for its object the mutual interest of both associations and the profession generally. The above order, from causes not yet explained, has not been complied with, nor was known until the last meeting.

Hoping that the above-recited fact will be sufficient to remove any unpleasant sensations from your minds which may have been excited in consequence thereof, I embrace the present occasion of complimenting you on the fundamental principles of your association—"benevolence" and the "establishment of a regular system of prices." The first is one of the noblest virtues of the human heart and the last very essential to the promotion of the interest and happiness of every association of a mechanical nature.

To conclude, sir, you may be assured that we will always feel proud to receive any communication from the Columbia society which may, in the least have a tendency to favor the views or carry into effect the objects of each association, and will ever be ready at any moment to act with alacrity in conjunction with it on any measure that might lead to our mutual benefit.

I have the honor to remain, with the sentiments of respect (on behalf of the Baltimore association), your very obt. humble servant.

JOHN REVELL,
President of said Association.

MR. ALEXANDER GRAHAM,
President of the Columbia Typographical Society.

you will please give us every necessary aid in the present contest which "try men's souls."

We are, sir, with respect, yours, etc.,

ELIAKIM FISH,
GEO. SINGLETON,
WM. KERRY, JR.,
Committee.

P. S.—Should you observe in the newspapers an advertisement for journeymen wanted in this place, we request you to advertise in our behalf that there are between 50 and 60 journeymen out of employ in Boston.

October 4, 1816, the aggressive Albany society, which, as stated above, had been organized in 1815, sent the following letter to all societies:

ALBANY, Oct. 4, 1816.

To the president of the Washington City Typographical Society, Washington.

SIR: All bodies formed for the purpose of maintaining the rights of those concerned therein, while at the same time they afford relief in cases of distress to which any of their members may be exposed, ought to possess the means of holding up to the contempt of those societies who have the same just and benevolent ends in view, such persons as either from self-interest or perverseness endeavor to defeat the object of such associations.

Influenced by these sentiments, the Albany Typographical Society authorized the undersigned to communicate to the different societies in the United States their willingness to cooperate with them in the furtherance of all lawful measures conducive with the interests of the business, and at the same time to forward the names of several unprincipled persons to you, and through you to the Washington City Typographical Society, who for months past have been and are still working in the office of Messrs. — in this city below the prices established by the society.

Their names are —, —, —, —, —, —.

What renders their conduct the more censurable is the fact of their being several times warned of the consequences which would result from their proceedings, but persisting notwithstanding.

By order of the society,

JOHN B. N. STEINBERGH, *President.*
JOHN HENSHALL, *Secretary.*

While this was recognized as a radical step to take at that time, there was no refusal to comply with the request of the Albany society. It was, in fact, no more than the Philadelphia society had reluctantly conceded to the New York society in 1809. The Albany society seems to have refused to permit its members to work in offices with men receiving less than the scale almost from the first. This society seems to have been the first to give currency to the term "rat" as applied to a printer who works for less than the established wages,

and struck against the employment of a man designated as a "rat" in 1821. To the credit of this stormy little society in Albany, N. Y., let it be said that in a subsequent letter it took up the case of at least one of these men and rescinded its action. The letter gives an inside view of the industrial conditions of the time which renders it preeminently worth preserving.

We have become more fully acquainted with the causes which compelled Stephen Dorion to accept of the illegitimate prices. It appears he was among the first of those who refused to comply with the views of the employers and consequently lost his situation. He went to New York in pursuit of work but could not procure any. He returned again to this city and after sacrificing all his property, amounting to about \$100, besides contracting a heavy debt for the support of his family, with starvation staring him in the face, without the least hope or possibility of procuring any assistance from our society, and, from the conviction that "rats" in abundance could be procured to carry on the work of destruction, he chose rather to work at reduced wages than to become an inhabitant of a gaol or a poorhouse. Therefore we hope he may be exonerated from the odious appellation of "rat."

Twenty years later (1838), St. Louis, Mo., protested against a too strenuous hounding of "rats," and it was one of the first acts of the national organization of 1852 to call a halt on the abuse of this custom by local societies.

From 1816 to 1827, so far as can be determined from the minutes of the Washington society, communications between the various societies practically ceased, but each was active in its own field. The problem of a uniform wage scale throughout the country, begun by the complaint of the employers of New York City in the strike of 1815, now became a serious question to the societies from another point of view. The price lists were printed separately from the constitutions, and the earlier constitutions in most societies made no direct reference to wage scales. Some members claimed that working for less than the wage scale was not a violation of the constitution. Roving printers also claimed that if they did not work below the scale of the society they had originally joined they were not violating any obligation. The Washington society's scale was higher than that of any northern city, and, as the Government printing made the capital a sort of Mecca for "tramp" printers, this society became the first serious victim of this subterfuge.

To settle the claim made by home members, who insisted that the scale was not a part of the organic law, the society, February 1, 1817, ordered 250 copies of the constitution printed "with the list of prices annexed thereto." This plan was adopted by Boston in 1825, and gradually by all societies, and the reason for it is as stated above. It

is kept up to this day by local printers' unions. This however, only partially settled the trouble with itinerant compositors.^(a)

April 4, 1818, the society adopted an entirely new constitution, both in preamble and nearly every section. It broke away, practically, from the ultra conservatism of the Philadelphia model, and placed the Washington society more in line with that of New York City prior to its acceptance of a legislative charter. A copy of this constitution, taken from the minutes, is reproduced (Appendix A, No. 3) as the best documentary evidence of the development of this society, and as an excellent specimen of the constitutions of all the more aggressive societies of that date.

The special agitation of the apprenticeship question began in Washington in 1818, and while the constitution of that year does not go beyond requiring "a satisfactory apprenticeship," nevertheless from the minutes it is learned that candidates for membership were not only vigorously questioned on this point, but were required to prove by written statements from "their masters" that they had served "a four years' apprenticeship." Even after admission members were held liable to expulsion if it was discovered that there "had been irregularities in his apprenticeship." A case of this character

^a The division of sentiment on the uniform wage scale was apparent in the call for the national convention of 1836, in which the Washington society sought to estop the convention from dealing with uniform rates by the very terms of the call, while Cincinnati had made the original request for a national convention in the hope of securing uniform rates of wages. In the convention of 1854 a resolution was introduced that all members should consider the bill of prices a part of the by-laws, and the convention of 1855 formulated a pledge to be taken by all members, which covered the question in the following manner:

I, ———, hereby solemnly and sincerely swear * * * that I will without equivocation or evasion, and to the best of my ability, so long as I live, abide by the constitution and by-laws, and the particular scale of prices of work acknowledged and adopted by this or other typographical unions of the United States, of which I now am or may become a member, and that I will at all times, by every honorable means in my power, procure employment for members of our union in preference to all others. So help me God.

Gradually the eastern and southern societies had educated the itinerant printers and gotten rid of the uniformity question when it came up again from the river cities upon which it had been forced by the steamboat printing office. Even in the Chicago convention of 1858 the demand for "a uniform price list for all unions in the United States" came up. The "demand" came from the river cities as usual. It was finally disposed of at this convention of 1858 by the adoption of the following resolution:

Resolved, That it is hereby recommended by the National Typographical Union that the subordinate unions of Louisville, St. Louis, Memphis, and New Orleans confer with each other for the purpose of establishing a uniform scale of prices for work done by printers on steamboats running on the Ohio, Missouri, and Mississippi rivers, and that the united action of the New Orleans, Memphis, St. Louis, and Louisville unions shall be regarded by the National Typographical Union as having full power and authority to regulate all matters pertaining thereto, provided that the representatives of the unions named may admit to their councils representatives from other places interested.

came up July 16, 1818, when it was charged that one Fleming had no right to membership. Fleming proved that he had served two and a half years' apprenticeship in Dublin, Ireland, and afterwards a short-term apprenticeship in Philadelphia, but this was claimed irregular, as the entire term must be under one master to protect the trade against "runaways." The vote on his expulsion being a tie, he was saved only by the casting vote of the president. The constitution of 1818 provided for certificates of membership, especially traveling certificates, and remitted the dues of members while traveling outside the District of Columbia, provided they joined any other society while so traveling and brought back with them a clear record from the society so joined. February 16, 1819, the society ordered 250 certificates of membership and made it obligatory for members to carry them when at work, whether in the District or out. The constitution was again revised in 1821, when the faction opposed to any trade interference had again secured a majority in the society. This revision is not here reproduced, as there are no important changes, except that four years' apprenticeship is made an "indispensable qualification for all persons hereafter admitted." All reference to other societies was stricken out, and a member absent from the District must pay dues upon his return precisely as though he had not been absent.

The first clause of article 17, section 1, states that "a majority of the society shall determine on all charges alleged against any member, whether they are of a nature cognizable by the rules of the society." As the event proved, it was under this provision that all interference in trade matters was to be ruled out of order by the "alimoners," who at that moment held a majority against the "industrialists." The society was not ready, however, to take a step which might compel the surrender of its right to interfere in wage matters. At a meeting held December 1, 1821, a resolution was introduced looking to the incorporation of the society by Congress. The trade-regulating element among members feared that this would result, as it had in New York City, in taking away all power to interfere in prices of labor. It being pretty generally conceded that this might result, the debate was along that line. The vote was a tie, the president casting his vote against the project of incorporation. It was not until October 4, 1823, that a trade question was forced before the society, at which time the question as to whether or not setting minion for 30 cents a 1,000 ems on a newspaper was a violation of the price list was decided in the negative. April 3, 1824, charges were lodged against three men—one a foreman, one a proprietor for whom the others worked, and the third a journeyman—all members of the society, charging the two former with paying the latter less than the scale, and the latter with working under the scale. The contention was that it was none

of the society's business, if all parties to the arrangement agreed to it willingly as individuals.

The test of strength between the two factions came on the question as to whether this was a charge "of a nature cognizable by the rules of the society," under article 17 of the constitution, as quoted above, and a majority voted that it was. The membership of the society had been waning for some time—but 6 new members joined in 1821, 5 in 1822. Some improvement began to be noted, however, and in 1824 for the first time the society joined in a civic parade on the Fourth of July as a society, wearing silver "printer's rules" as badges. From the minutes it appears the society was out in full force, forming "in front of the President's house." In the parade they had a press on a wagon "printing and distributing from it copies of the Declaration of Independence."

At the June meeting in 1827 the spirit of the progressive element began to stir anew, and a communication was ordered to be sent to the New York City and the Philadelphia societies. For ten years there had been no correspondence between these organizations. The letter of the Washington society^a) brought replies from both the societies addressed. They were faint-hearted letters, however, indicating that those societies as such were not more progressive than this one at that time. The letters are not of sufficient historical interest to reproduce them here. Of considerable more importance is a resolution introduced by Mr. W. H. Blaney, January 5, 1828. Mr. Blaney was

^a Copy of a communication to the presidents of the New York and Philadelphia typographical societies:

WASHINGTON CITY, July 9, 1827.

President of the New York Typographical Society.

SIR: At a stated meeting of the Columbia Typographical Society of Washington, held on the 7th instant, the president was "requested to forward a copy of our constitution and by-laws to the society over which you preside, and to request a reciprocation of favors on the part of your society."

In compliance with this request, I take pleasure in forwarding our constitution and requesting that you will forward us a copy of yours in return. The object of transmitting this instrument is, to open a correspondence with our brethren of New York, in the hope that, if kept up between the societies, it may be of mutual benefit. Any facts or information that may have that tendency will be thankfully received on our part, and we shall not fail to notify you of all matters which may be of moment, or likely to prove interesting to you.

Within the covers of the constitution you will find our list of prices, and the names of all the members of our society, up to the time it was printed. This latter information will prove interesting to some of our brethren of your city, if there shall be found among these signers of our constitution the names of any of their friends. It naturally gives us pleasure to procure information of the companions of our earlier years, and to learn, after a long separation, whether they are yet alive or whether they have passed that bourn from which no traveler returns.

This communication, and the constitution, will be handed you by our secretary, Mr. Francis G. Fish, who is on a visit to some of the principal Atlantic cities, and to his friends at the eastward. He is recommended to your favorable regard, and will be the bearer of any favor you may wish to send us in return.

Very respectfully, sir, I have the honor to be, your obedient servant,

WM. KERR, JR.,

President Columbia Typographical Society.

a member of both the Philadelphia and Washington societies. During 1827 he had been visiting in New York City and Philadelphia. His acquaintance with the views of the printers of these cities was wide, and the plan he proposed was without reasonable doubt approved by a strong minority in all three of the societies, though it must be remembered that the New York City society was prevented by its legislative charter of 1818 from embarking in such a project, nor is it entirely certain that the Philadelphia society had not as a society lost its control over price regulation. Mr. Blaney's plan was embodied in the following:

Resolved, That a committee be appointed from this society to devise means to form a connection with the Philadelphia and New York typographical societies for the support of prices in each city, and report the same at the next stated meeting.

The resolution was tabled, as the time was not yet come for this. Here, however, we have the first hint (unless it be true that the New York society did make the same proposition to Boston in 1816) of a grouping of printers' organizations, such as was accomplished in 1836.

From 1828 on the scrutiny of applicants for membership, on the point of their having served a full term of apprenticeship, became more and more searching and jealous.

The trouble with the printer to the United States Senate, Gen. Duff Green, which cemented the scattered societies and made new ones, and of which much will be said later, began early in 1829. At a meeting held July 4, 1829, the president of the society reported that he had held several fruitless conferences with and had six letters from "Mr. Duff Green on the subject of a reduction of the established prices."

At the meeting of February 7, 1829, a resolution to have the society incorporated by Congress was voted down by a decisive majority. This idea of incorporation was always associated more or less with that of surrendering control over wages, and the time for that had passed. A new impetus was coming to organization—new plans forming, a new opponent arising, who in an attempt to crush was destined to solidify the trade organizations.

THE PERIOD FROM 1830 TO 1852.

The fatal mistake of the early societies was the "free membership" section in their constitutions. A member who paid his dues for a certain period—ten years in Washington, ten years in Baltimore, and twenty in Philadelphia, or who paid a sum equivalent to the accumulated dues of such periods, became a member, entitled to all the benefits of the societies without payment. When

this maturing period arrived the society found itself with a list of nonpaying members which acted as a discouragement to new members, because on the latter must fall the entire expense of the organization while the "free members" got most of the benefits.

The societies generally ceased to exist about the time the first list of free members appears. Baltimore, organized in 1814 or 1815, ceased to exist in 1825 or 1826; Philadelphia, organized in 1802 (with a twenty-year paying period adopted in 1810), disbanded to reorganize on another basis in 1831, and so on. The reason the Washington society did not go down under the baneful influence of this provision was that the printing business in Washington was so unevenly distributed. When Congress was in session the city was filled with itinerant printers who paid their dues while they stayed, but few of them settled down so as to ever become "free members." This influx and exodus of printers, resulting from sessional work, made possible the preservation of the Columbia Typographical Society, notwithstanding this defect in its early constitution; and this society, by the preservation of its minutes, has made possible a fairly comprehensive study of the character of these early societies, as well as furnishing a fair index, through its correspondence, of the progress of organization elsewhere.

The older organizations, almost without exception, called themselves societies. The new organizations were adopting the term "association." In 1830 the New Orleans Typographical Association was organized, as appears from a notice of organization sent by it to the Philadelphia society. In 1832 this New Orleans association issued a price list radically increasing the scale of wages; no copy of this list has been found. This organization seems to have collapsed within a year or two, and was reorganized, or another of the same name organized, May 9, 1835.

The printers of New York City were becoming dissatisfied, and a strong element began to feel that the typographical society, hampered as it was with legislative restrictions, was not sufficient for their needs. On November 19, 1830, a mass meeting of printers employed on the daily papers of the city was called, and the following resolution passed:

Resolved, That it was never the intention of the printers employed on the morning and evening papers to make a schism between themselves and the New York Typographical Society (some of whom are members of that society). So they disclaim and refute the many insinuations prepared to convey that idea.

It is not at all clear that the old society attempted, as an organization, to check the move to organize the printers along trade lines; and it is certain that many members of the old society became members of the new when it was formed.

The formation of a new association along strictly trade lines occurred June 17, 1831. A price list was issued, for the enforcement of which the association seems to have become immediately involved in a strike. A copy of this list, with a few changes made in 1833, more to clear up ambiguities than to change the scale, will be found in Appendix B, No. 4, of this report. The constitution, as revised in 1833, will also be found in outline in Appendix A, No. 5. The organization continued in existence until about 1840. It should be understood that its organization was mainly due to the compositors on daily papers. There were 220 members in 1833.

The constitution of 1833 was prefaced with a most remarkable document, called "Introductory remarks." Probably no similar statement covering the period will be found written by workmen themselves. They give their point of view in language which, to put it mildly, must be considered vigorous. Some of the conditions complained of were local to New York City, but many of their grievances were general in the trade, and especially that of what would now be called child labor, out of which grew the apprenticeship restrictions later on.

Notwithstanding its length, the undoubted historical value of this document warrants its complete transcription here. It should be explained, perhaps, that in this, as in all the early documents, the term "printer" is often, though not exclusively, used to denote the employer, or proprietor, of the printing establishment, instead of the journeyman or compositor.

INTRODUCTORY REMARKS.

The Typographical Association of New York was instituted on the 17th day of June, 1831. It may not be deemed improper to state some of the causes which led to its formation; and, in doing this, it will be necessary to revert to the condition of the printing business for some years past.

In the year 1809, the New York Typographical Society was formed, for the purpose of sustaining a uniform scale of prices, and of affording pecuniary relief to the sick and distressed of its own members, their widows and orphans. This institution has continued to the present time; but the principal object of its first formation has long since ceased to claim any part of its attention. In 1812, war occurring between this country and Great Britain, the business suffered extremely, and continued in a depressed state until 1815 or 1816, when it was found necessary to call a general meeting of the journeymen in the city, to take into consideration the propriety of revising the scale of prices; and after considerable debate between employers and employees, a scale was agreed upon, which was adopted by the New York Typographical Society. The demands of the workmen were very generally acceded to, and for some three or four years business was very brisk.

In the year 1818 the society was incorporated by an act of the leg-

islature, and, being prohibited by the terms of its charter from interfering with the scale of prices, it became merely a mutual benefit institution.

In the meantime, the seeds of declension in the trade were gradually sown, and the fruit began to appear in various ways. Some printers from a distance, having heard that business was good, and being determined to obtain it at all hazards, located themselves among us; and to secure a sufficient quantity of work commenced operations on terms that could not be afforded, if they wished to obtain a fair remuneration for their labor, or act honestly by the workman. The consequence was, that while a few grew rich at the expense of the journeymen, old established printers, who had before paid honorable prices, were obliged to reduce their charges for work, or lose much of their business; and as their receipts were diminished, the wages of the journeymen were by degrees reduced, until, instead of a uniform scale of prices, every man was compelled to work for what he could obtain.

Another cause of depression was the practice, which then prevailed, and has continued more or less to the present time, of employing runaway or dismissed apprentices for a small compensation. These were called two-thirds men, and have always proved a great pest to the profession. Added to this, roller boys, having gained admission to the interior of a printing office, have in a short time found their way from the rear to the front of the press, to the discharge of the regular pressman.

The trade, also, as far as pressmen are concerned, had suffered extremely by the applications of machinery to that branch of the business; and while a few individuals were growing rich, as they asserted, for the benefit of the public at large, many who had spent from five to seven years of the flower of their lives in acquiring a knowledge of their profession, were left without employment, or were obliged to resort to some business with which they were unacquainted, and thus constrained to serve a sort of second apprenticeship.

Matters continued in this condition for a number of years. Meantime the business of stereotyping had increased to a great extent; and the numerous improvements in the art, or rather the motto of *multum in parvo* literally reduced to practice, rendered it every year more and more difficult for compositors to support themselves and their families. To the disgrace of some employers, every advantage was taken of the necessities of the workmen, and impositions were continually practiced upon them.

Men, however, when borne down by oppression, rise in their strength, and assert their rights. The journeymen printers of the city of New York, from a sense of justice to themselves, and those employers who had uniformly paid honorable prices, resolved to unite as an association for the purpose of elevating the business to a proper level. Numbers of them were engaged on the several daily newspapers of this city at prices deemed sufficient when there was little labor and scarcely any competition, but which were found totally inadequate when all vied with each other to present the latest news to their readers. To accomplish this, the workmen were almost entirely deprived of their rest for nights together.

Scarcely any employment can be more laborious than that of publishing a daily morning newspaper. Many of the offices are in the

most crowded parts of the city; and, not having been built for the purpose, are illy calculated to afford a good circulation of air, or what is next in importance, good light. To the injurious effects of these and similar causes, many of the most worthy of the profession have fallen victims; and others, after a short endurance, have found their faculties so impaired, and their constitutions so debilitated, as to be rendered incapable of undertaking any other permanent employment for their future support. It requires the united exercise of the mental and bodily labor of the persons employed, for nearly the whole night, and a considerable portion of the day; being seldom able to allot more than seven hours to rest and refreshment. To be thus confined for such a length of time, inhaling the stagnant air of a printing office, is sufficient to enervate a man of the most vigorous constitution.

Under all these circumstances, a general meeting of the trade was called about the 1st of June, 1831, at which a committee was appointed to draw up a just and equitable scale of prices. The committee made their report to an adjourned meeting, which adopted it; and on the 17th day of the same month the Typographical Association of New York was established, and a constitution and by-laws framed for its government.

A circular to the employing printers was forthwith issued, covering the new scale of prices, and respectfully asking them to accede to it. Most of them, to their honor, saw the justice of the demand, and promptly awarded the wages asked for. There were some, however, both among the book offices and daily newspapers, who altogether refused, and have managed, from that time to the present, by a constant change of workmen (for no honorable journeyman after a knowledge of the facts would remain a moment in such degraded employment), to evade the demands for a fair compensation. It is a source of consolation, after all, that the expenses of those establishments where the prices are not paid are greater than those where they are, owing to the incompetency and dishonesty of those employed.

Among the means made use of to depress the business by those who withhold from the workmen their just demands, has been advertising in several of the newspapers in Scotland, and elsewhere in Great Britain, that a great opening for printers existed in New York, thereby inducing many to leave the comforts of home in the old country, to seek for a precarious subsistence on this side of the Atlantic. Many, to their regret, can testify, of the truth of this assertion; and the feelings of the man, by whose unprincipled conduct this breaking up of kindred and subsequent disappointment in obtaining the means of support have happened, are not to be envied. Perhaps the day may come, when remorse, like a subtle poison, may lurk about his heart, and cause him to do an act of justice to those who have been swindled by his deception.

When the association was informed of the means taken by unprincipled men to injure the business, a circular was immediately addressed to the printers of the United Kingdom of Great Britain and Ireland, and dispatched by one of its members. The association has since learned, by letters from Europe, that the appeal has had an extensive circulation, and has to a great measure counteracted the evil contemplated by the original advertisements.

Since its formation, the association has steadily advanced in strength and respectability, and has repeatedly been called upon to settle disputes arising between employers and journeymen; and it is gratifying, that, in all instances where it has been appealed to, its decision has been respected and acted on by the parties concerned.

These repeated appeals, in cases of difficulty, have induced it again carefully to revise the scale of prices, explaining those points which were before involved in doubt, and amplifying others, so that no other construction can be given to them than the true one. As the trade has for a long time, and particularly since the introduction of stereotyping, been burdened with numerous grievances and vexations, which, while they employed much of the journeyman's time, were never paid for, these things have in the revised scale been taken into consideration, and a proper compensation awarded. In doing this, however, proper attention has been paid to the interest of the employer; for if any of the vexations spoken of arise from either carelessness or the want of skill of the workmen, it shall be at his expense. It is intended that the revised scale of prices shall be for the benefit of both honorable employers and journeymen who know their business; but shall be of no service to those unfledged apologies for humanity who obtrude themselves on a profession of which they know nothing, and to which they can be little else than a burden and a disgrace.

Many of the latter class of individuals have made their appearance in this city, in consequence of advertisements inserted in papers whose proprietors do not pay the prices; but they are found, on trial, to be too bad even for such infamous uses. Some of them are runaway apprentices; others are destitute not only of honorable feeling but of all knowledge of their business, and generally trace their defects to the want of proper instruction from their masters. The consequence to the good workman is, that he is frequently made to suffer from errors committed by these pretenders.

As all institutions, in their infancy, are liable to imperfection, the Typographical Association could not expect to be exempt from the common lot. It was found that the constitution under which it has hitherto acted, was in many things defective; and it was deemed proper to appoint a committee to revise that instrument. This has been done, and the association, after a long and arduous discussion adopted the constitution, by-laws and rules of order published in the following pages.

It now only remains for the members to be just to themselves and the printing business will take its proper stand in the community. To do this it is necessary that all journeymen coming within the jurisdiction of the association should become members, and strictly abide by the principles of the constitution.

December 6, 1834, the Columbia Society at Washington received a letter from the New York Typographical Association containing a list of the "rat offices," and another of the individual "rats" in the city. The strike had not been entirely successful, but the association recovered and seems to have been strong enough in 1835 to prevent the employment of nonunion printers in New York. The evidence of this, such as it is, is to be found in the minutes of the Washington society, which show that September 26, 1835, a former member of the

society, expelled for his connection with the strike of March, 1835 (the Duff Green strike), plaintively asks to be reinstated, his principal reason being that he wants to go to New York.

"I have," he says in his application, "for a long time past wished to go to New York, but I can not procure employment there without I take with me a certificate from this society, which of course I can not procure unless the society will reinstate me in my membership, which I now most respectfully and earnestly request them to do."

Some doubt about the association's power to prevent employment of nonunion men in the city at least two years later is, however, suggested by the impassioned address of June 29, 1837, which it issued:

To the journeymen printers of New York City and vicinity:

FELLOW-CRAFTSMEN: At an adjourned meeting of the Typographical Association of New York City held at the association rooms on Saturday evening June 24, 1837, information having been given of a regularly organized "combination" on the part of certain of our employers to take advantage of the present depressed state of our trade, and business in general, in order to reduce our present prices, and to render us, if possible, obedient vassals to the nod of the oppressor, a committee was appointed to address you in this particular, and urge you to a prompt and resolute resistance.

That committee is of opinion, that the time has now arrived when you are to prove to the world one of two things—either that you are freemen and capable of understanding and maintaining your rights; or that you are base and servile sycophants, ready and willing to receive whatever compensation and terms your employers may choose to allow.

You are now to show whether, in your judgment, your employers or yourselves possess the right of fixing a value on your labor. If there yet remains one spark of the courage, manhood and determination which sustained you when forming the present scale of prices, let the employing printers of New York and the United States, see that it still exists, and can be easily fanned to a flame; let them see that the insignificant and paltry pittance which you now obtain for your support shall not be reduced at their pleasure—that for them to grow richer you will not consent to become poorer.

That a pressure exists, and that it is more difficult for all employers to procure money with which to meet expenses, we are all aware, but why should your wages be reduced on that account?

The prices for printing advertisements and for newspapers have not been reduced.

The prices that are now paid to printers are no more than will barely support them, and the common necessities of life are even higher than when your present scale was formed. Then why should you submit to a reduction? Why be the passive minion of the will of tyrants?

The committee can discover no reason why you should, and it is their opinion that if true to yourselves you will not be.

Depend upon it, that if, in obedience to the mandate of grasping avarice—if because your employers say you must, you determine to

yield, and go to work for less than the scale demands, you will not only cover yourselves with the consequent odium but you will necessarily involve yourselves in debt from week to week; for it is folly to suppose that if your wages are once reduced your employers will of their own accord advance them again, even though business should resume its accustomed course. No, having accomplished their purposes, and brought you in submission to their feet, they will keep you there, and the iron hand of oppression will be laid more heavily than ever.

Your employer knows well, that without constant employment, your wages are not sufficient for your support, and those of the unholy alliance which is now raising its hydra head against you, are no doubt impressed with the belief, that by seizing upon the present period of depression in the trade, they may compel you to work for whatever they may please to pay.

The committee would not be understood to include all employers as coming under their just reprehensions. No, thank Heavens, there are honorable exceptions, there are employers who have an eye to the comfort and happiness of their employees, their reward no man can take away, for it consists in the pleasing consciousness of an exercise of a measure of justice and the performance of noble action.

Our criticism applies to but a dishonorably combined few, whose object seems to be to shift the severity of the times from their own shoulders to the shoulders of their journeymen, caring little for their sufferings so that they escape—fattening on the profits of your labor, while your wives and children are denied many of the common necessities of life.

The truth is your employers are much more able to pay the existing prices than you are to have your wages reduced, the pressure operates in a much greater degree to your disadvantage than to theirs, the depreciated "shinplasters" of the banks, which are bought up, no doubt, with considerable profit to the purchasers, are palmed off upon you in requital for your toil, as though each rag was worth its face in gold, these rags you must take, though on every dollar you get for your labor you suffer a heavy loss. Patiently you have borne all this, and would continue still to bear it; but in the name of even-handed justice, and for the sake of Heaven, your wives and your children, let the line of demarcation be here drawn—say to the over-reaching oppressor, Thus far shalt thou come, but no farther.

The committee are well convinced that the chief reason the unprincipled combination of your employers have thus dared to invade your rights, and attempt the reduction of your wages, is because of a rumored want of the union spirit among yourselves. Without union nothing can be effected—with it, everything. Come forward, then, you who are not members of the association; and join in putting a shoulder to the wheel. Support the association, and the association will support you. There are some of you now in the city who are not members, why is this? You all receive the benefits which result from it. Why, then, do you not join it, and thereby extend its benefits?

The committee would also respectfully impress on the minds of the members the necessity of a strict attention at all meetings of the association and a firm support of its principles. Let each and all of us

determine upon union, strong and effectual union, and let the watch-word be, The prices of the association must and shall be sustained.

CHAS. A. ADAMS,
H. D. BRISTOL,
W. H. McCARTENAY,
GEO. HATTEN,
W. N. ROSE,

Committee.

June 6, 1840, it sent out another "rat list," which seems to indicate that it went down in another strike during that year, and was followed by the Franklin Typographical Association of 1844, which will be referred to further on.

The Baltimore Typographical Society, being the second of the name, began its existence November 26, 1831, with 25 original members, adding 24 more names to its roll within a month. This seems to have been about all the journeymen printers in Baltimore, as during the next six months, or up to June 30, 1832, it had added but 5 members. At that date it had expelled 1, and 5 had forfeited membership. The constitution and scale of prices were not adopted until June 2, 1832. This constitution is fully outlined in Appendix A, No. 4, and the scale of prices given in full in Appendix B, No. 3. This organization still exists as Typographical Union No. 12, and, next to the Washington union, is the oldest existing trade organization among the printers, it being, of course, understood that while the Philadelphia organization of 1802, and that of New York of 1809 still exist, they have long since ceased to be labor organizations.

In the minutes of the Columbia Typographical Society, under date of February 3, 1832, is mentioned a communication from the Typographical Society of Cincinnati, Ohio, asking for the Washington list of prices, and announcing the organization of the printers in Cincinnati.

In November, 1833, the Philadelphia Typographical Association was formed, the society of 1802 having become a purely benevolent institution in 1831. This organization immediately opened a correspondence with all other known societies, as was beginning now to be the custom,^a and at its meeting held June 27, 1835, passed the following:

Resolved, That an advance of $2\frac{1}{2}$ cents per 1,000 ems be demanded in addition to our present scale of prices.

^aAs the letter from the new Philadelphia organization to the older one in Washington is of something more than local interest, it is given here.

PHILADELPHIA, March 9, 1834.

SIR: I am induced to attempt this intrusion on your attention in consequence of a resolution of the Philadelphia Typographical Association, authorizing a correspondence to be established with the typographical trade societies throughout the Union. The ostensible object of this scheme is to elicit and

Resolved, That work by the week in book and job offices and on afternoon papers be \$9 per week (10 hours to constitute a day's work) and 20 cents an hour for overwork—morning papers to be charged \$10 per week where they work by the week.

This association seems to have gone out of existence in 1839 or 1840.

Early in 1834 the Benevolent Typographical Society of Richmond, Virginia, was formed, and on March 1 issued a letter to all societies. This letter is here reproduced, not alone because of its value in describing labor conditions in the trade, but as further evidence that "benevolence" was not the most serious purpose of these organizations even when they put it first in their name. In reading the statement that no "rat" could obtain work in Richmond, it must be

impart authentic intelligence connected with the interests of the members of our common profession, and it is hoped the imperfect manner in which the project may be commenced will not be suffered to occasion the end proposed to be disregarded.

The society in whose name these paragraphs are penned was organized about five months since. Its primary and paramount intention is the determination and support of adequate wages for journeymen printers. That it must acknowledge so late an origin may appear singular; but as the exposition due this point might possibly demand a larger space than is allowable at present, it is proposed (with your permission) to recur to it at proper length in a future communication.

The outlines of a constitution have been agreed upon, but the details are still undetermined. A scale of prices is also under revision, copies of both which will be forwarded when sufficiently complete. The principles of association are literal and definite; the eligibility of candidates consisting in their being practical printers, not less than 21 years of age, and in actual connection with the business.

As respects numerical strength, the institution may be called feeble; but its originators were fully aware that the mental climate of our city might be found rather uncongenial to the rapid growth of such a scion of the liberty tree; and though they have not as yet had decided cause to exult in the result, there is certainly no cause for regret.

Since the formation of this association, a trades union has been commenced, and which now embraces a majority of the mechanics' societies in the city. Its present objects appear rational and useful, and its progress thus far is reported as satisfactory.

Business with us is, of course, dull; indeed, there is scarcely a volume in progress in Philadelphia. But the spring is dawning upon us, in whose very name there is relief; and since men's perverseness can not mar the seasons or derange the sublime machinery of the planet on whose surface their mad pranks are played, we think ourselves warranted in looking forward to better things—in the solemn determination (I would hope) that our next passover shall not find us unprepared.

Having thus endeavored to fulfill my instructions as far as is practicable at this time, I have now to request that this sheet, or the substance of its contents; may be laid before your society at your earliest convenience; and we shall await advices of the order taken thereupon, and also of the general state of affairs at Washington in the typographical department with equal respect and interest. Wishing you the perfect consummation of your best wishes and endeavors, I remain, with much respect,

Yours,

H. C. ORR.

P. S. As our association commits its correspondence to the care of the vice-president, any communications intended for the institution may be addressed to myself, at No. 227 Mulberry street, or at the office of the Daily Chronicle, Philadelphia.

H. C. O.

THE PRESIDENT OF THE COLUMBIA TYPOGRAPHICAL SOCIETY.

remembered that "rat" meant a man working below the scale, and not necessarily that a nonmember of the society could not secure employment.

RICHMOND, VA., *March 1, 1834.*

DEAR SIR: The journeymen printers in this city have recently formed a society. Previous to the formation of this society we had no regular prices. The highest price given was 25 cents for both MS. and printed copy. On the 1st of February of the present year, we adopted a constitution (a copy of which I herewith communicate); together with by-laws for our government, and likewise a scale of prices. This scale of prices, as you will perceive, fixes the price for the composition of MS. at 30 cents—that for print at 28 cents—5 cents for MS. and 3 for print more than the highest price previously given. There was no alteration made in the price for presswork, the wages previously given being generally considered sufficiently high—the demand for pressmen having always been so great as to put it out of the power of the employers to make deductions in that branch.

The scale of prices was adopted on the 1st February. A resolution passed requiring them to go into operation on the 10th of that month. The employers were furnished with a copy of the list of prices on the 3d—very short notice. When the 10th arrived, the employers, without a single exception, gave the wages asked for.

Things go on as smoothly under the new arrangement as before. All the printers here, with the exception of four or five, have joined the society. These, however, receive the wages fixed by the society. So far we have no rats. Before the society was formed we did have a few, who did not receive the highest prices then given. All of these have joined the society and promised to receive, in future, for their labor no less than the wages fixed by our scale of prices.

I deem it unnecessary to say more at present than to desire you to send us a copy of your constitution, &c., that we may see how our brethren in your city are driving on. I likewise desire that you will write me a few lines, giving a history of the origin and progress of the society of which you are a member, and to lay this communication before your society at its next meeting, that they may know we have formed a society here, and so on. Communicate, likewise, if you please, the fact of the existence of our society to as many societies of this kind as you may know to have been formed. I desire this, not to put you to trouble, but to be sure of giving the information desired. It is my intention to write to as many as I have yet heard of. If you will be so kind as to comply with my request in this particular, be pleased not to omit to state that it is impossible to obtain work at our business in Richmond as a rat, so as to save those whose intentions were to make the attempt the trouble and expense of the voyage.

Respectfully,

R. S. REDFORD,

Cor. Sec. Ben. Typ. Soc. of Richmond.

THE CORRESPONDING SEC'Y TYP. SOC'Y AT WASHINGTON.

N. B.—I should like to hear from you previous to the next meeting of our society, which takes place on the 1st Saturday in April.

R. S. R.

It will be necessary here to relate the trouble that the Columbia Typographical Society at Washington had in 1834 with one of the local newspaper proprietors, Gen. Duff Green, who was also printer to the United States Senate. This difficulty drew the typographical organizations of the country into closer touch than anything before had done, and led directly to the national organization of 1836.

The apprenticeship question had been a source of infinite trouble to the societies from the very first. From time to time the term of apprenticeship had been lengthened by various societies increasing it from three to four, then from four to five years, in the vain hope of reducing the competition from this source. But there was no effective means of preventing apprentices from running away, and the longer apprenticeship only increased the temptation to do so, hence made matters worse. True, the master could legally compel the return of a runaway, if he could find him, but the supply of new apprentices and of other runaways willing to work for one-half or two-thirds the established price for journeymen made it unprofitable to search for escaped apprentices. The fact that a runaway apprentice could, and would, be so employed at rates higher, to say the least, than his apprentice rates, operated also to put a premium on running away. All of the early societies had had more serious trouble with this than had that of Washington, which was exceptionally fortunate in many ways. In 1833, however, General Green began employing "two-thirdsers" on his paper, the United States Telegraph, and later introduced a large number of boys as apprentices in doing the Government printing. He now proposed (1834) to establish what he called the Washington Institute, but which was termed by the printers "a manual-labor school." In this institute he proposed to take 200 boys each year and teach them the printing trade, allowing them \$2 a week each for their work, which \$2 was not, however, to be paid to them, but kept as a trust fund and invested by their employer for such of them as should remain with him the full period.

The first intimation of the excitement which this matter finally caused is found in the special meeting of January 11, 1834. At this meeting its president stated that its object was to take into consideration the subject of Gen. Duff Green's speech at the late celebration of the Columbia Typographical Society, and to adopt such measures as would more effectually protect the society against his plans, if attempted to be carried into execution, and concluded by offering the following preamble and resolutions:

Whereas, at a late meeting of the Columbia Typographical Society, Duff Green, editor of the United States Telegraph, did declare that he intended to monopolize all the work that was possible, and that he had intended to employ a large number of children to take the place of the journeymen now employed by him, and that he wished to raise up a respectable class of men to take our places; and

Whereas the patronage of the press of this city is almost wholly derived from the Government, and that we have a right, as men, to participate in its profits, which his views if carried out, would engross to himself, be it

Resolved, That the Columbia Typographical Society are desirous of adopting such measures as shall be advantageous to the employing printers, in this city, insure their own rights, and preserve the respectability of the profession.

Resolved, That we look upon the proposed measure of Duff Green, editor of the United States Telegraph, as visionary in its final results, subversive of our rights, as journeymen printers, and destructive of the profession to which we belong:

Therefore resolved, That a committee of — be appointed to take the subject into consideration, and prepare a report of their deliberations, which when they have completed, they shall submit to a general meeting of the printers of this district, to be called by them, at such time and place, as they shall deem fit and proper.

After considerable discussion, Mr. Freeland offered the following as a substitute:

Resolved, That it is the opinion of this society that the practice which has lately come into vogue, of employing an undue number of apprentices, is destructive of the rights and interests of journeymen, and detrimental to employing printers;

Resolved, That a committee of three be appointed, whose business it shall be, whenever they shall think it necessary to do so, to call a general meeting of the printers of this city to take the subject into consideration.

The committee at this time reported against taking any action until something more definite was evolved. Up to this time no organization of printers had attempted to restrict the number of apprentices. In nearly every city except Washington the custom of employing a few journeymen to direct the work of many so-called apprentices was firmly established. In a letter to the Columbia Typographical Society March 21, 1834, Gen. Duff Green takes the position that any objection to his "school for printers" by the society must be based upon an assumption of the right of the society to "regulate the number of apprentices which I may think proper to employ, and to otherwise interfere so as to defeat the end I have in view."

In reply the society denied that it "assumes the right to regulate the number of your apprentices or that of any gentleman." In a letter dated April 7, 1834, General Green says to the society's committee:

Your society can have no right to inquire into the age of the persons whom I employ. * * * But, if instead of employing 50 journeymen, I find it to my interest to employ but 10, any attempt on your part to enter into a combination to drive those 10 out of my employment, without I would give employment to the other 40, would be an offense against my rights, for which the laws have made ample provision, and which it would become my duty to enforce.

An elaborate "prospectus of the Washington Institute" was carried on the first page of Mr. Green's paper, the *Telegraph*, for some time, acting practically as an advertisement for boys to fill his school. The society appointed another committee to report on the matter. This committee was of the opinion that Mr. Green would be able to fill his school (this being the point upon which the former committee had advised nonaction), and recommended that a protest be formulated and given as wide a circulation as the prospectus had enjoyed.^(a) This protest was accordingly issued, and sent not only to every printers' society but to the unorganized printers employed on the principal papers throughout the United States. In addition to this protest, which was issued by the society as such, a pamphlet was published containing the proceedings of a public mass meeting, together with an "Address to the people of the United States," emanating from the meeting (such addresses were common in those days), the expense of printing the pamphlet being met by a collection taken up at the meeting. This pamphlet, a copy of which is in the Library of Congress, and the "protest," copied from the minutes of the society, are here reproduced in Appendix A, No. 12. The Baltimore society had taken action on the subject from newspaper reports and sent a letter to the Columbia society in time to incorporate it in the proceedings of the public meeting. It will be noted that the protest contained an appeal to journeymen printers not to come to Washington to act as teachers in the proposed school. It was the fear of this that prompted the appointment of a committee of seven, under the following resolution, adopted March 7, 1834:

Ordered, That a committee of seven members be appointed by the chair, whose duty it shall be to confer with each other, and report to

^a One paragraph of the committee's report is here given as indicative of social conditions.

The committee have understood, also, that it is the intention of Mr. Green, in organizing his school, to draw a portion of his scholars from the houses of refuge in the northern cities. Now, although the committee object not to the character of any boy, when it is affected only by his origin, believing that when he comes to man's estate, he must stand or fall by his individual merit, yet there is no doubt, from the facility with which these boys may be obtained, by Mr. Green, the society will have a delicate and difficult matter on hand in attempting to prevent their employment in this school. With the principals of these extensive institutions, the specious and deceptive arguments of the prospectus will, no doubt, have powerful weight and influence. So far, then, as the success of the project of Mr. Green shall depend merely on the attainment of scholars, it is likely to be insured by the readiness with which, no doubt, the principals of those houses will supply him with the boys under their charge. The committee can conceive of no other mode of preventing this consummation, than by circulating among these gentlemen a direct refutation of the principles laid down in the prospectus. It is in no degree their interest to aid Mr. Green in his schemes—they look only to the welfare of their charge; and, if it shall appear to them, as in the end, should we adopt this course, it no doubt will, that, instead of benefiting the boys for whose future welfare they are in a measure responsible, the scheme of Mr. Green will be more likely to blast their prospects in life, be assured they will not be instrumental in aiding the establishment of the Washington Institute.

this society, at their next meeting, what, in their opinion, would be the most proper and effectual course to pursue to bring about the establishment of a national typographical society.

Response was received from the typographical society at Louisville, Ky., inclosing a copy of its constitution and resolutions against "the Duff Green school for printers," and on the same date from Charleston (S. C.) Typographical Society, indorsing protest against the school. This is the first reference found to these societies. Richmond, Va., responded, and later other southern societies. December 13, 1834, the Philadelphia association notified the Washington society that Gen. Duff Green was employing printers in Philadelphia and elsewhere "on condition that they should have no connection with the society," and that as fast as he secured "strangers" "society men" were being discharged. Matters went on from bad to worse until a strike was declared against General Green March 14, 1835, the causes alleged being "against the employment of too many apprentices," for the society's scale of prices (or against "two-thirders"), because of discrimination against "society men," and for the discharge of the foreman. With the details of this long strike itself we have nothing to do. It was, however, the occasion of bringing the scattered associations into closer touch with each other. For the first time in its history the Washington society sent out a "rat circular." Philadelphia and New York promised to restrain their members from accepting employment in the Washington establishment, and the Philadelphia association expelled all its members who did so. Later the Washington society asked New York, Philadelphia, Baltimore, and Boston for a list of all "two-thirders" and names and description of all "rats" in those cities. This request seems to have been ignored.

October 14, 1835, the Washington society passed the following resolution:

Resolved, That the members of this society having heretofore determined not to accept employment in the office of Duff Green, do still adhere to that resolution, and will neither accept employment in that office, nor in any other office in which any hands or hand employed by the said Green since the 28th of March, 1835, or by his successor, E. R. Gibson, may hereafter be employed, until the obnoxious individual or individuals be discharged.

This sweeping resolution, exceedingly radical for that day, and certainly so for this society, was forwarded to all other societies in the United States and indorsed by most of them, thus foreshadowing the action of the national convention of the next year (1836), making "a rat" so declared by one printers' organization to be considered such by all.

Two other societies are mentioned in 1835 for the first time. First, that of the Mississippi Typographical Association, of Natchez, Miss.,

which sent out a "rat list" as a result of a strike September 19, 1835, and another communication November 6; and, second, the New Orleans Typographical Association, organized May 9, 1835, indicating that the society organized there in 1830 had ceased to exist.

In June, 1835, the Franklin Society, of Cincinnati, had a strike against a reduction of wages in one establishment. It seems that "strangers" were brought in from Pittsburg and elsewhere. November 6, 1835, the Cincinnati society sent out a circular calling for a national convention. No copy of this circular has been found, but upon its receipt the Washington society appointed a committee to report on the subject. This report, which was accepted and issued to other societies as a call for the convention, was as follows:

Mr. Wm. Walters, from the committee, to whom was referred the circular from the Franklin Typ. Society of Cincinnati, proposing a National Typ. Society, presented the following report:

Your committee have carefully read the report and resolutions of the Franklin Typographical Society, of Cincinnati, Ohio.

The resolutions propose—

"1st. That each society in its own district be sustained by all others in the prices it may establish.

"2d. That journeymen bringing certificates of membership in any society, of good standing, receive a preference over all others in the efforts made to procure them employment.

"3d. That rats, pronounced such by one society, be considered as such by all other societies."

If there be a community of men, which, more than another, has felt the necessity of a closer union amongst the different typographical societies of the United States, it is our own. During the two last years the society and many of its members have been the victims of the most unrelenting persecution and proscription. Single handed they have encountered the force of this opposition, for although one or two societies nobly cheered our efforts, the great body of them stood aloof, apparently idle spectators of the controversy. Any other course, however, could scarcely have been looked for from them, when we consider the distance which separates them and the absence of any effective bonds of union between them.

A close examination of the resolutions proposed by the Franklin Typ. Society has convinced your committee that they do not go far enough. Each of the propositions has been in [a] degree, and is now enforced by almost every society in the Union. There is, however, no obligation to uphold them existing amongst any of the societies, and our own experience teaches us that the declaration we have all made "to procure employment for a member of the society in preference to any other person" has been but loosely observed; or, to use the more forcible language of the Franklin Typographical Society, "the certificate of membership ought no longer to procure from us a mere assent of the good standing of the holder, but should call forth our active friendship for the bearer—our zealous effort to get him into employment in preference to all others."

All this and much more should be done; and the question for us to consider is, what are the means necessary for its accomplishment?

what additional measures are necessary in order to permanently, not merely transiently, to assent to such regulations amongst the different typographical societies of the United States as shall ensure to every member of every society, a proper equivalent for his labor, and a good prospect of constant employment while ever he shall remain within the pale of the honorable members of the craft.

Deeply impressed with the importance of the measure, your committee are about to propose, in order to accomplish these most desirable results, they beg leave to assure the society that it has not been without the most mature reflection that they have brought forward the resolutions which are appended, and which they believe will alone provide a remedy sufficiently ample for the widespread evils which are now felt.

Resolved, That it be recommended to the different typographical societies of the United States to form a union of societies, under such name as the convention to be held for that purpose shall designate.

Resolved, That in order to form such union, a convention be held in the city of Washington on the 3d day of March next, to be composed of three delegates from every typographical society existing in the United States.

Resolved, That the convention shall have power to draft a constitution, and such other regulations as shall be thought proper for the government of the union, which constitution shall be submitted to the local societies for their adoption; and whenever two-thirds of the local societies shall agree to the said constitution, the government of the union shall be considered as formed, and annual meetings take place accordingly.

Resolved, That the power now possessed by the different societies to regulate the prices within their respective limits, shall not be infringed by any regulation of the convention.

Resolved, That a copy of these resolutions be forwarded to every typographical society in the United States; and that such of them as shall agree to them, be requested to appoint delegates, without further notice, to attend the convention.

(Signed)

WM. WALTERS,
JAS. BROWN,
WM. W. CURRAN.

The report and resolutions having been read, the second resolution was amended by inserting the first Monday of June as the time of the meeting of the convention, and as amended were adopted unanimously.

Letters approving of the convention and promising to send delegates were received from Harrisburg (Pa.) Typographical Association, August 26, 1836 (first mention); Baltimore, July 30; Nashville, Tenn., August 26; Philadelphia, August 27; Cincinnati, August 28; Richmond, Va., October 14, and later letters along the same line were received from New Orleans, and from Mobile, Ala. (first mention). New Orleans named two members of the Washington society and asked that they be permitted to act as proxy delegates from New Orleans, thus inaugurating from the very start that system of

proxy representation that has many times since so nearly disrupted organizations. October 14, 1836, the Washington society met to elect delegates to the convention and appoint a committee to arrange for the same, since it was to be held in Washington. At the meeting the society decided to "pay all the expenses of the National Typographical Convention."

The first convention of the National Typographical Society met in the aldermen's chamber, city hall, Washington, D. C., November 7, 1836, the session lasting five days. Delegates were present from the typographical societies in Baltimore, New York City, Washington, Harrisburg, Pa., Philadelphia, and by proxy from New Orleans. The delegate from the Philadelphia association was excluded from the convention, not because of any objection to the association, but because the Washington society succeeded in proving that the delegate himself was one of the men that had worked for a time in the Duff Green establishment during the strike. The Philadelphia association evidently was not aware of this when it elected him, as he was immediately expelled by that association.

The convention was welcomed in an address from the mayor of the city, Hon. Peter Force,^a who had joined the New York Typographical Society in 1812, and was its president in 1815. In 1816 he joined the Columbia Typographical Society, and became its first "free member" in 1826.

The convention adopted a constitution (which as amended in 1837 is given in the appendix hereto) and issued two addresses, one to the various typographical societies in the United States, the other to the printers of the country in general. Both of these documents appear in Appendix A, No. 9.

To the local societies the convention appealed for a closer relation

^a Visitors going up in the Washington Monument may see carved in one of its largest stones the name "Peter Force." Students of industrial history prefer, however, to remember him by a monument of very different character. Mr. Force was for a number of years one of the proprietors of a job printing office in Washington. Here he executed many of the "broad-sides" so characteristic of the time, and here was printed the constitutions of many civic societies of all kinds. He seems to have had a keen intuition of the historical value of things, and early began a collection of tracts, broadsides, constitutions, etc., which he ultimately gave to the Library of Congress as the Force Collection of Tracts—a veritable gold mine of industrial information, especially as relating to the Southern States. In those days tracts and "broad-sides" occupied relatively the position of magazine articles and newspaper discussions of to-day, and their preservation for future reference was of utmost importance. Mr. Force was of great assistance to the typographical societies as an employer in their struggle with the apprentice problem. As indicated in the text he was mayor of Washington, and was employed by the Government to plan or outline a system for a Government printing establishment.

one with the other; proposing uniform regulations regarding apprentices; that runaways from one office should not be permitted to work in any other; that members expelled from one society for any good cause shall not be admitted to membership by any other society; that no member of any society should work in any printing office where such expelled member is employed, until he is reinstated by the original society; there was to be an exchange of "rat" lists, and, most important of all, the societies were advised to open their doors to membership for all printers then working at the trade as journeymen, whether they served an apprenticeship or not; then after organizing all these, put up the bars and require a six-year apprenticeship.

- There had for years been two factions in the societies—one, seeing that the apprenticeship requirements were creating an army of printers sufficiently large to do all the work, outside of the societies because of ineligibility, wanted to temporarily let down the bars and organize the trade, and then increase the requirements; the other faction, sticking to the old traditions, sought to remedy the evil by increasing the severity of apprenticeship. It seems that the societies had elected delegates to the convention from the more radical factions in nearly every instance. This entire address should be carefully read as being a presentation by the workmen themselves of their view of the situation.

The address to the printers of the United States in general, whether organized or not, is likewise of importance and interest. There are a few references in this document that require some explanation at the present time in order to be understood. The early printer expected to work a short while as a journeyman, then start a paper or job office for himself. His employer was "a practical printer" like himself. The appearance of the publisher who simply owned the plant and employed men to do the work of editing as well as printing the paper alarmed the early compositors. These tirades against the "speculator on the labor of printers," and against "the hireling editor," are but the manifestations of his natural alarm at the commencement of the changing conditions. The advent of large capital into the printing business suggested to him the possible permanency of journeymanship for him as an individual. What he said and did was his protest against the prospect of being involved in a permanent wage condition. All the documents of this period must be read with this constantly in mind, and especially this address to the printers in 1836.^(a)

^a Speaking to the toast "The 'Practical Printer' Editor," before the Franklin Typographical Society, of Boston, at its twenty-third anniversary banquet (this society was organized in 1822, but was never a trade organization), Hon. J. T. Buckingham, editor of the Boston Courier, said that when he was a young man the printer considered it a reproach if he did not edit his own paper. "Every

A notice printed on the cover of the published proceedings of this convention of 1836, and dated November 26, is of interest. It follows:

Since the adjournment of the convention the committee on publication have learned with much regret that two attempts have in the South been made to injure the journeymen. They would, therefore urge upon all printers in every city, town, and village where no society exists to establish one as soon as practicable to enable them to be represented in the National Typographical Society in September next.

The "two attempts to injure the journeymen" referred, no doubt, to the strike in Richmond, Va., in November, 1836, to enforce the ap-

journeyman expected to have a printing office and a paper of his own. Originally, of course, the great printers—Caxton, Gutenberg, Faust—were all scholarly men." Continuing, Mr. Buckingham said: "In the year 1811, Messrs. Young and Miners, printers and proprietors of the Massachusetts Mercury, at the suggestion of the late Reverend Doctor Morse, of Charleston, engaged a gentleman from New Haven as an editor for their paper, which then took the name of the 'New England Palladium'; and this, so far as I can learn, was the first instance in Boston of employment of a professional editor. At this time (January 15, 1848) I am the only individual now living in Boston, if not in the Commonwealth, who unites the printer and the editor in one man."

Beginning thus in 1811 this "innovation," as the printers called it, spread until it became one of the grievances complained of by the New York Printers' Association in 1831, and was made one of the burdens of the address of the national convention of 1836. In 1838 a resolution was introduced in the Washington Typographical Society demanding that members be not permitted to work for proprietors not themselves "practical printers." And in 1839 a circular appeal was sent from an association in Mississippi to all printers' organizations requesting them to refuse, after a given date, to work for the nonprinter who, as a capitalist, was merely "speculating on the labor of printers."

The immediate cause of this circular from the South was no doubt the fact that Gen. Duff Green had, after leaving Washington, attempted to organize "The American Literary Company," operating from Columbia, S. C., his plan still being to employ boys under the guise of teaching them a trade. The cooperative ideas of the time, or what may be called the great employ-yourself-movement of 1830 to 1855, which, among other things, produced the "Brook Farm," had something to do with it, too, as such ideas were in the air; but the "practical printer's" inbred fear of the "professional editor" and the "speculator" was the energizing thought. The reply of the Washington society to this circular asking that journeymen refuse to work for men not themselves practical printers is full of historic significance and is quoted in full. It also shows that all hope of the national organization's success had not been lost in 1839:

WASHINGTON, D. C., *September 22, 1839.*

DEAR SIR: I have laid before the Columbia Typographical Society the papers which you forwarded on the subject of "real and counterfeit printers." Every member was furnished with a copy of it at a special meeting; and on the evening of the last convention—the first Saturday of the present month—the subject was laid upon the table, *nem. diss.*

A resolution embracing the same subject was offered for our consideration

prentice section of the local constitution, and to fight the union in Augusta, Ga., was making against that printers' Banquo, Gen. Duff Green, who had taken his boys' school idea with him and gone to South Carolina to organize "The American Literary Company." The Augusta association had gotten out a circular, similar to the Washington society's "protest," which circular was printed in the Washington papers at the expense of the local society. At the request of the Augusta association the Washington society had a transcript of its minutes, and all documents and letters relative to the Duff Green matter, made and forwarded to the former organization—no small nor inexpensive task in those pre-typewriter days.

The second convention of the National Typographical Society met

about fifteen months ago. After some debate, it was indefinitely postponed. No one has since moved that its consideration be resumed. Some of our members, privately, thought the intentions of the resolutions impractical. For instance, they would say: "How can you cause the mammoth establishments of New York and other cities to be resigned to the practical printer? Where can you find practicals with sufficient capital or credit to undertake such establishments? It is true some printers might refuse to work for the present employers, in expectation of achieving the desired result; but in the present disunited condition of the craft others could be found who would perform the labor required." Such arguments as these are plausible, and the novelty of the proposition has not yet become familiar to those immediately interested.

Should, however, the National Typographical Union ever go into operation and the printers be awakened to the true sense of danger threatened by newspaper speculators—when all of our profession shall be bound by a brotherly tie, united in the same cause, with a determination to make it prosper—then, only then, can we look with confidence to the consummation of our wishes. But at present, when not one-fourth of the printers north of Baltimore belong to the local societies, and all means to induce those who are not members to join one, or create a society where none exists, have proved fruitless, it seems supererogatory to urge the measure at the time set forth in Mr. North's circular. The great subject of the union should be the first to grasp and occupy our minds. We should persevere in urging concert of action and association. Without it, we can do nothing toward affecting the object communicated.

It has occurred to many of us that if the Southern and Western States were to form a typographical union, it would soon extend to other portions of the country. It would be more expedient in the direction named than elsewhere, as journeymen there are more free to act for themselves, not having much, if any, fear of an army of apprentices being thrust into their places if they should dare to assert their dearest rights. You, of course, know that such has been the procedure in a few cities of the North. Boys of but a few months' initiation in the profession, infest them from the neighboring towns, and in Philadelphia men are not considered rats if they get the prices exacted by the tariff, although at work in the same shop, where the two-thirds abound. Now, a great many printers from the Quaker City, and others who countenance the rat system, go South and West; and if matters could be so arranged that the itinerants would be denied work in your and the other sections unless they could produce their certificates of membership from local societies, it would make them, from necessity, join associations and become interested in them. This might, with some additions or amendments, add strength to the infant weakness of the organic state of our union, and prepare a clear path for the progression of practical printers to the objects of their special attention.

With great respect, thanks for your attention, and a due appreciation of Mr. North's intentions,

I am, very respectfully, your obedient servant,

L. A. GORRIGHT,
Cor. Sec. C. T. Society.

Mr. THOMAS PALMER, *Raymond, Miss.*

in New York City September 4, 1837, with delegates from eight societies in the United States, and a fraternal delegate from Nova Scotia, who was seated with full powers, predictive of admission of Canadian unions into the National, thus forming the present International Typographical Union in 1869. It is doubtful whether the proceedings of this convention were ever printed. No copy has been found in the search for data for this report. The report of the Washington delegates will, however, give an idea of the proceedings, and is here transcribed entire from the minutes of that society:

WASHINGTON, *January 6, 1838.*

The delegates appointed by the Canadian Typographical Society, to attend the national association, which was to assemble in the city of New York on the 4th Sept., 1837, beg leave to submit the following report:

That your delegates have been prevented from making a report by the nonarrival of the printed proceedings of the meeting, which was left under the control of the New York members. Altho' we have received a letter intimating that they would be soon sent on, we still have been disappointed. It is a matter of regret to us, as we find it almost impossible to direct your attention to the necessary acts which require your immediate cooperation; and which alone can enable us to discharge our task satisfactorily to ourselves.

That your delegation arrived in New York on the second of September, and were notified to meet at the sheriff's room, in the city hall, on the 4th, which was kindly granted by the public authorities of said city. Eight societies being represented, viz, New York, Philadelphia, Harrisburg, Baltimore, Cincinnati, Mobile, New Orleans, and Washington. The meeting was organized by calling to the chair one of this society's delegation, and appointing A. I. W. Jackson, of Baltimore, as secretary. That their first act was to revise the constitution, adopted by the convention which met at Washington in November, 1836. That after a labored investigation of that instrument, they made some amendments, in order to accord with the views and instructions of the several members. That they continued in session till Saturday, the 9th, inclusive, when, severally, having subscribed the new constitution, they adjourned sine die, to meet again at Pittsburg, next September, and that they were then invited, and attended a public dinner given by the New York association, in courtesy to the members of the national association.

Your delegates, not having the constitution to refer to, must, of course, be excused from entering into a detail of the several articles; but they would remark that, in article 10th, twenty-five per cent is to be levied of the different societies, annually, by a prescribed rule, to defray all expenses incurred by the association; their instructions were for thirty per cent.

Article 13 furnishes the mode of checking the practice of employing two-third apprentices. This is of initial importance to the whole fraternity, and requires consideration commensurate with its importance; for all can realize the complete prostration which such a custom must create. The proposed check, adopted by the association

appears as simple as it is easy of accomplishment, if judicious measures alone be pursued. This plan is by the granting to travelers the "union card," which was introduced into the convention's constitution at Washington. Many duties are enjoined on local societies, which must be referred by you to committees, to mature and prescribe a mode of operation for carrying them into effect.

Your delegates are aware that the society will look for an expression of their opinion as to the utility and future prospects of the association, and, therefore they will present their views in as brief a manner as possible. From all they could learn from their intercourse with the gentlemen composing the assembly, they are of the belief that no other plan could be adopted that would prove so efficacious and satisfactory to all concerned, and guard the craft against the innovations which are daily arising to drive the regular and good workman out of employment, or to reduce their wages to the standard of the cupidity of some employers who forget the rights of their fellow-men.

That the anticipated prospects of the association may be evidenced from the interest taken in it by all associations in the United States and Nova Scotia, whose delegate was admitted to a seat during the discussions. It is the opinion of your delegation, that the employer and the journeyman were never on such amicable terms of friendly feelings as they are at the moment, which certainly is ominous of our success in this great cause.

In closing the imperfect report they have made, they would congratulate the society on the high respect in which they are at present held by both employers and journeymen, as well in Washington, as throughout the whole country; and they sincerely pray this band of union may never be severed by any untoward circumstance, originating on your part. They now conclude by recommending the following resolution for adoption:

Resolved, That a committee be appointed to receive the printed proceedings of the association, and to report on their contents as soon as practicable, or on any matters concerning said association.

(Signed)

JAMES CLEPHANE.
JAMES HANDLEY.

The national society did not hold a convention in 1838. In August of that year the following announcement appeared in the papers in most of the cities where printers were organized:

NATIONAL TYPOGRAPHICAL SOCIETY.

Meeting postponed.—The undersigned, officers of the National Typographical Association, composing the board of control, at the earnest solicitations of a number of delegates and societies forming said association, have, after mature deliberation, resolved on a postponement of the next meeting, and hereby give this public notice to the different societies of printers attached to said association, as well as those desirous of connecting themselves thereto, that the next meeting of the National Typographical Association shall be held in the city of Pittsburg, Pa., on the 1st day of May, 1839.

at which time and place it is fondly expected the representatives from the different societies will be in attendance.

A. I. W. JACKSON, *Baltimore,*
President.

WM. WELLINGTON, *Philadelphia,*
Recording Secretary.

CHAS. ALBERT DAVIS, *New York,*
Corresponding Secretary.

JAMES CLEPHANE, *Washington,*
Treasurer.

Board of Control.

AUGUST 10, 1838.

The publishers of newspapers throughout the United States will confer a favor on the craft in general, by giving the above notice one or two insertions.

Whether this postponed convention ever met is not known and may well be doubted. The general laws for the government of local societies appear to have been promulgated by the New York convention of 1837. They were gotten out in leaflet form by the Washington society for its own use, as follows:

COLUMBIA TYPOGRAPHICAL SOCIETY.

"Resolved, That the general laws recommended by the National Typographical Society to the local societies for their government be printed for the use of the members.

Test:

W. A. KENNEDY, *Secretary.*

DECEMBER 1, 1838.

GENERAL LAWS.

ARTICLE 1. Every apprentice shall serve until he be 21 years of age; and at the time of entering as an apprentice shall not be more than 16 years of age; and every boy taken as an apprentice shall be bound to his employer in due form of law.

ART. 2. No runaway apprentice shall be received into any office in the United States attached to the national association, either as an apprentice or journeyman.

ART. 3. That on the death of his master, or if, from any cause, the office wherein he was indented shall be discontinued, he may be taken into another office, and be regularly indented to finish the term of his apprenticeship.

ART. 4. After the 1st day of January, 1844, it shall not be lawful for any local society to consider any application for membership unaccompanied by sufficient proof that he had served the period of five years, as a regularly indented apprentice at the printing business.

ART. 5. That after the 1st day of January, 1839, it shall not be lawful for any local society to permit members of said society to work in any office where boys may be taken as apprentices to the printing business, to serve for a less period than five years.

ART. 6. The local societies shall have the power to establish such tariff of prices as may be suitable to the section of country in which they may be located.

ART. 7. It shall be the duty of all local societies, working under the jurisdiction of the national association, to sustain each other in their list of prices or such other regulations as they may adopt for their government.

ART. 8. That all local societies suspend so much of their constitutions as requires a term of apprenticeship as a qualification for membership; and that they admit all who are at work at the business as journeymen so soon as it shall be ascertained that the proposed regulations of the association upon this subject shall be adopted by two-thirds of the societies.

ART. 9. Any person presenting his union card from one society, under the jurisdiction of the national association, to another society under the same jurisdiction, and paying the monthly dues called for by their constitution, shall be entitled to the trade benefits of said society.

ART. 10. Local societies shall recognize but two classes of printers—employers and journeymen—that is, persons who carry on business solely as employers and those who work as journeymen, in the manner prescribed, and at the prices demanded by such society.

ART. 11. It shall be the duty of local societies to have prepared an annual report of their condition, showing the number of members admitted for the year preceding; the amount of receipts from initiation, dues, and fines; the number of newspapers and periodical publications, together with all offices of whatever character, under the immediate control of practical printers, at the time of making such reports; also, those under the control of others than printers, and such other information as may be in possession of said local societies, in reference to the profession generally; said report to be transmitted to the national association at its annual meetings.

ART. 12. That the societies be requested to forward to the national association, annually, the number, as near as may be ascertained, of apprentices in the district of country over which the society has jurisdiction; also, of all the journeymen—distinguishing members of the society from others.

ART. 13. That men pronounced rats by one society, shall be considered such by all others, until reinstated by said society.

ART. 14. A local society, on the suspension or expulsion of a member, shall give information to all other societies as soon as practicable, and make annual report to the national association.

ART. 15. That it be made obligatory on the members of the respective societies to solicit all printers in good standing to join some local society.

ART. 16. That every society which may henceforth be established, transmit the title, list of officers, and its locality, to the corresponding secretary of the National Typographical Association.

ART. 17. The above regulations, when adopted by two-thirds of the local societies, shall become binding upon the whole, as general laws, for the government of the craft.

To return now to affairs of the local societies, the Philadelphia typographical Association sent out a letter June 16, 1834, on

the state of trade, saying: "For several months the book offices have not had work enough to employ even their apprentices, and when we may safely anticipate a favorable change we are unable to say as we are anxious to hear." July 11, 1835, the same association wrote that it was having trouble as a result of "having taken measures to effect an advance in the price of our labor;" that the employers were advertising in other cities, and asked the Washington society to "prevent that influx of strangers upon which the employers (^a) rely in connection with the defection, which, in a small degree, we are sorry to say, they have effected for defeating the purposes of this association." Later, August 30, 1835, the association sent out a circular saying the trouble was over.^(b)

August 6, 1836, the Nashville, Tenn., Typographical Society sent out its revised constitution and price list, both of which will be found in full in the appendix. It will be noticed that this society binds itself by its constitution (art. 14) to "cooperate with the

^a It may be of interest to note that an employing printers' association was formed just before this in Philadelphia, it being organized February 7, 1835. A scale of prices for composition and presswork, by which all contracts for such work were made, was adopted and made a part of the constitution. Members violating the contract scale were subject to fine or expulsion. Evidently the "Printers' Company" of 1794 had ceased to exist.

^b The steam press was beginning to alarm the pressmen, and curiously enough they proposed at first to meet it just as, in after years, the glass-workers' unions and the coal miners' unions proposed to meet the machine, i. e., by reducing their wages for hand work to a point where it would not pay the employers to install steam presses, except that the pressmen proposed to do it by exactly the methods they opposed when applied by the employers to type-setting—by the introduction of boys into the business through a subdivision of labor. A resolution was passed by the Washington society with this in view October, 14, 1835, as follows:

Resolved, That a committee be appointed to inquire into the expediency of making such alterations in the price of presswork and the introduction of rollers and roller boys as will enable employers to have their work done as cheap, better, and with greater certainty, by hand, than by the use of steam or power presses, while at the same time pressmen will be able to make as good wages, if not better than under the present system.

As showing the attitude of the early printers toward machinery the two following remarkable letters are taken from the minutes of the Washington society:

[Copy of a letter laid before the society by a member.]

WARRENTON, VA., October 6, 1840.

DEAR SIR: Through you I would respectfully inform the Typographical Society of Washington, that I have invented and made a machine for setting and distributing type; which machine is now in complete operation in this place, and will, according to the estimate of practical printers, do the work of four men; the cost not to exceed \$20. Being poor myself, my object is to realize something like a compensation for my time, labor, and ingenuity; and being aware that it may perhaps conflict with the interest of your society, I have concluded to propose to sell them the exclusive right for the District of Columbia. To effect this object, I propose that your society deputize some one

National Typographical Society" and to be represented in its convention. This society had 35 members in 1836, and the "chapel" system was firmly established in all offices.

During 1836 a letter was received from the Typographical Society at Columbia, S. C. The letter, however, does not make clear whether the society had just been organized or not. This society sent out a "rat list" in 1842, and seems to have gone down in a strike of that year.

December 3, 1836, the Washington society, "owing to the advance in the price of products generally" (by which is meant the cost of living)^a asked for "an advance of about 10 per cent on our present tariff prices for the employing printers of the District;" and appointed a committee to revise the scale and call on the employers. January 7, 1837, the committee reported that the employers had agreed to the new scale, and it was ordered printed. (See Appendix B, No. 6.) It is impossible to ignore the evidence of the slowness of the world's affairs in those days when we reflect that this was the first change in price list adopted by the society since the original one

to decide upon the merits of the same; pledging myself to let them have it, as a body, for less than I can get from an individual proprietor.

Let me hear from you early, or by the society.

Respectfully,

I. D. HILL.

[Reply.]

WASHINGTON, November 18, 1840.

Mr. I. D. HILL.

SIR: In compliance with a resolution of Columbia Typographical Society, I acknowledge the receipt of your letter, apprising it of your invention and your desire to dispose of it to said society. And, I am also instructed to say, that, while they wish you success in your undertaking, they do not feel themselves justified in offering you any pecuniary aid; nor do they feel willing to abet in bringing into operation anything that would encroach upon the rights of those who have given years of labor and privation to acquire a knowledge of a business which they had reason to believe would yield them a support in after life. You propose to distribute and set type by machinery! Shade of the immortal Faust thou art forever eclipsed. But should your invention prove beneficial to the craft, we will hail you as a benefactor. Your professions of regard for this society, and the craft at large, are duly appreciated.

Yours respectfully, in behalf of Col. Typo. So.,

DAVID H. HANLON,
Corresponding Secretary.

^a As indicative of the cost of living, the prices quoted from the Central Market at Washington, D. C., September 18, 1837, are here reproduced. "Beef, from 6½ to 12½ cents per pound; corned beef, 8 cents; mutton, 6½ to 10 cents per pound; pork, 12 cents; ham, 14 cents per pound; lard, 12½ cents per pound; corn (green) 12½ cents per bushel; sweet potatoes, 37½ cents per bushel; corn, 20 to 25 cents per bushel; wheat, 82 cents per bushel; eggs, 15 cents per dozen; apples, 50 cents per bushel; sugar, 80 cents per bushel."

of 1815, and that was but a schedule of prices already paid and had been in existence for several years. Wage scales that last twenty-two years without alteration will not be numerous in this century.

February 4, 1837, the Typographical Society at Lexington, Ky., sent out a circular, which, like the one from Columbia, S. C., does not state clearly when the society was formed.

In 1838 the St. Louis, Mo., Typographical Association sent out a protest against a perpetual "ratting" of printers who had conducted themselves honorably in other cities. The occasion of this was that a printer who had worked in the Duff Green plant in Washington, D. C., in 1836 or 1837, went to St. Louis, Mo., and obtained a situation, when it was discovered he was on the rat list sent out from Washington. The St. Louis society testified that the man had "conducted himself honorably" in St. Louis, and wanted to know how long the rat list was expected to last. The Washington society in reply granted its permission to the St. Louis association to accept this man as a member, and annulled its rat list of 1836.

May 4, 1839, the Washington society adopted the "chapel system." From Louisville, Ky., came a letter stating that the Louisville Typographical Association was formed April 1, 1839. "There having been heretofore two societies in this city, which now exist no more, we have organized upon entirely different lines." During the year several societies were heard from for the first time, some only recently organized, while others appear to have been in existence for some time. Vicksburg, Miss., for instance, sent out a "rat list" and asked for an exchange of same; Columbus, Ohio, was first heard of July 6, 1839, the letter not being preserved in the minutes. Detroit, Mich., sent out a strike notice stating that the association had been compelled to strike for wages due and unpaid. Rochester, N. Y., reported that an organization had just been effected; as did Frankfort, Ky., and Tallahassee, Fla. The letter of the latter organization, with the reply of the Washington society to that of Frankfort, Ky., are of sufficient importance to reproduce here in full; as is also a letter of the Washington society to the Boston Typographical Society, which was organized in 1838.^a

^a Below is a copy of the letter received from the Tallahassee, Fla., association, giving rates of wages and cost of living at that time:

TALLAHASSEE, November 30, 1839.

GENTLEMEN: The journeymen printers of Tallahassee have formed themselves into an association for the purpose of regulating prices, as well as for their general benefit. They have also instructed me to address you, in behalf of the association, to beg that you will warn those who feel desirous of coming to this place, against the propriety of doing so under an engagement for less than the prices we have adopted: which are \$18 per week—that they will have to pay here, for board, from \$6 to \$10 per week; clothing and other expenses double, and oftentimes treble to that of the northern prices, and all other things in proportion.

The most important event of this year (1839), however, in view of the continued apprenticeship troubles, was the action of the New Orleans Typographical Association. September 1, 1838, this organization sent out a circular letter notifying all societies that it was on strike against one office in the city, that of David Felt & Co. August 3, 1839, it sent out a "rat circular," doubtless growing out of the same difficulty. In its constitution as revised September 14, 1839 (see Appendix A, No. 7, where this is reproduced in full), this association prohibits (art. 12) any member from working "on any English daily morning paper, on which any apprentices may be employed." This is a far more radical solution than has been attempted by any typographical union of to-day, except that of New York City, where apprenticeship is abolished in daily newspaper offices by agreement, and in Philadelphia, where the union constitution prohibits them. January 8, 1840, the Boston association sent letters asking for wage scale and stating it was making a list of wages paid in all cities. Jackson, Miss., Typographical Association was organized in 1840. The collapse of the National Society disheartened the local societies and gave the "benefit" faction, or the "alimoners," as they were called, the floor and the argument for a year or two.

April 4, 1840, the Mobile, Ala., association, and June 6 of the same year the New York association, each sent out "rat circulars" as a result of strikes in which both organizations seem to have gotten

In craving the endeavors of your excellent association in our behalf, I am, sir, in the name of the Florida Typographical Association,

Most respectfully, your obt. ser't.,

S. I. NOWLIN, *Sec'y.*

To the PRESIDENT AND MEMBERS
OF THE WASH. TYPO. SOCIETY.

The following is in reply to a letter from Frankfort, Ky.:

WASHINGTON, October 6, 1839.

DEAR SIR: Mr. Jefferson laid your circular and letter before the Columbia Typographical Society last evening; and our members were much gratified on being informed of a new auxiliary in the "profession of letters." We look to your section of country with as much solicitude as we do to the North for the advancement of our interests; and are pleased to perceive in each a proper attention evinced to the subject. A new society was formed in Boston about a year ago and it now numbers 70 members. The old one was composed of a few journeymen and of master workmen, "who now control its operations, thereby destroying the purposes for which it was established." The Boston circular remarks that the journeymen are "now prepared to assert their rights, which they have too long neglected." This may be called "a ★ in the East." Since that period three other societies have been established, of which yours is one.

While we are receiving such pleasing intelligence, we indulge the hope that the recommendations of the national society have been regarded in framing the local constitutions. Among those the regulation of apprentices is prominent: Every boy to serve for five years, to be bound to his employer in due form of law, and to serve until 21 years of age. The employers of Washington have sanctioned it, and those elsewhere will, also, if they be made to understand how important it will be to their interests and to ours.

their death blow. Nowhere, outside of New Orleans, was the apprentice trouble settled or even mollified, and even there it was controlled only in the morning newspaper offices. The Washington society was permitting special exceptions to its apprentice regulations; and in Philadelphia, society members were working with boys and "two-thirders" until it was said there were just journeymen enough in an office to tell the apprentices what to do. The whole subject was chaotic. In January, 1842, the Washington society appointed a committee to go over the entire matter. The "almoners" had a majority of the committee and were for the repeal of all laws attempting to regulate trade affairs of this kind. The minority report was for strict enforcement. Taken together, these reports form the most important document of this period on the subject. Not only do we get here an inside view of the workings of the two factions in the societies of the early printers, but we get

In behalf of the Columbia Typographical Society, wishing you success and everything which may advance your prosperity, I am, gentlemen,

Yours, respectfully,

I. A. GOBRIGHT,
Cor. Sec. C. T. Society.

MESSRS. WM. BLANCHARD and J. R. WATSON,
Frankfort, Ky.

The following is in reply to a circular sent out by the Boston society as reorganized in 1838:

WASHINGTON, October 6, 1839.

TO THE MEMBERS OF THE BOSTON TYPO. SOCIETY:

GENTLEMEN: The circular from your association was read to our society last evening. The members were particularly pleased with its spirit, as much from the fact of a new ally in our cause, as from the expression that a "portion of the journeymen, animated by the noble example set them by their brethren of the South, have at last awoke from their supineness, and are now prepared to assert and maintain their just rights, which they too long have neglected." It is from the North that we have most to fear—it is in that section of country so many innovations are made upon the profession; and it is there where journeymen—many of them—have remained passive to the employer's injustice. But, happily, in this age of reform, the "printer's trade" partakes of its influence, and every day develops some improvement in his condition. Typographical societies are increasing everywhere, and all seem animated by the same principle of action.

The employers of this city have acquiesced in our proposition (suggested by the national society) that every apprentice shall be bound to his employer in due form of law—to serve five years—till 21. In a few years, if this rule be generally adopted and adhered to, the important benefits resulting from it will be manifest. This is the great object to which we should direct our attention, as it will eventually extirpate rats, two-thirders, and runaway apprentices; and then we shall "see the day when the craft, and every member of it, shall be respected, as we are convinced they possess the ability" to effect the reformation.

In behalf of the Columbia Typographical Society, wishing you every success, and hoping, with you, "that a good feeling may pervade the journeymen printers of the union," I subscribe myself,

Respectfully, yours,

I. A. GOBRIGHT,
Cor. Sec. Col. T. S.

a view of the situation as seen by those most interested. For that reason the report, notwithstanding its length, is given below:

The committee appointed upon the apprentice regulations at the last stated meeting submitted the two following reports, which were received:

The committee of the Columbia Typographical Society, to whom the following resolution was referred, viz: "*Resolved* That this society appoint a committee to inquire into and report upon, the expediency of either modifying, repealing or more rigidly enforcing the apprentice regulations of the said society"—ask permission of the society respectfully to present their views in the following report:

That your committee, in accordance with the above resolution, have duly considered the matter referred to them, and given to it that attention which the importance of the subject demands. That your committee consider the above-named regulations were recommended by the general convention of printers, with the intention, (in connection with other measures,) to unite the societies of the different cities for the advancement of the interests of the craft; and could only be beneficial by general adoption. That such has not been the case is evident to everyone, for they have only been carried out by one society besides this. That, as said project of union has totally failed of success, this society is under no obligations to other societies to enforce said regulations. That this society, itself, having violated the regulations in the case of the boy (Bailey) taken into the office of Mr. Allen, and failed to enforce them in numerous other instances where they have been openly violated, can not now, with any hope of success, resolve to enforce them. Can this society demand of employers an adherence to regulations that the society was the first to violate? These regulations, by mutual agreement between them, were equally binding upon this society and employers; but, by your own act, in the opinion of your committee, you have absolved the employers from all obligation to adhere to them. When violations of said regulations have occurred, and been reported to this society, you have, more than once, appointed committees to confer with the employers on the subject, but without any satisfactory result. Some have promised to comply with the wishes of the society; others have treated you with contemptuous silence, and all have continued to violate the apprentice regulations, as long as it was their interest to do so. That, in the opinion of your committee, the aforesaid regulations operate in favor of the employer, and against the interests of the journeymen: the long term of apprenticeship and the legal power given to the master to make the apprentice serve the full term of five years, certainly offers greater inducements to employers to take apprentices, and bring them in competition with journeymen, than the old system, under which—the term of apprenticeship depending altogether on the will of the boy, the master possessing no legal power to detain him—there was less inducement to bring apprentices in competition with journeymen. In a word, the regulations, as they now stand, are a dead letter, and as long as they remain in, and are acknowledged by, this society, as a part of its constitution, without, at the same time, enforcing them, they are a disgrace and reproach to us. That, in the opinion of your committee, it is inexpedient to modify or enforce said regulations. That, in the opinion of your committee,

if this society, in its wisdom, should see fit to repeal the said regulations, it will settle all differences now existing between this society and employers in relation to apprentices, prevent future collisions of the same nature; still the murmurs and dissatisfaction of a large and respectable minority of this society; and give peace and good feelings where we have long had agitation and angry contention.

In conclusion, your committee would respectfully recommend the following resolution for adoption, and ask to be discharged from the further consideration of the subject: "*Resolved*, That the apprentice regulations of the Columbia Typographical Society be, and they are hereby, repealed."

C. W. C. DUNNINGTON, } *Com'tee.*
JOHN T. C. CLARK, }

A minority of the committee of the Columbia Typographical Society, to whom was referred the subject of a repeal or modification of the apprentice regulations of said society, respectfully begs leave to report:

That he has given the matter his most serious attention and weighed all the arguments that presented themselves to his mind; for and against these regulations, in the calm balance of reflection. For the repeal of the regulations, there appear to exist the following reasons: First, because the regulations were framed to meet a general law on the subject, to be in force in all cities throughout the Union, whereas said general law has only been complied with in one city besides this. Second, because the regulations were not made in accordance with long-established usage, either in this or in any other age and country, but were merely got up as an experiment, which experiment has failed to stand the test of five years' successful application. Third, because this society has itself specially authorized an infraction of the regulations in one instance and not promptly condemned their infraction in other instances. Fourth, because a very respectable minority in this society, in number and character, have always regarded the regulations as irregular, and not within the purview of the society's original jurisdiction—a minority which has sufficiently increased of late to call for some concession, or else the most convincing arguments, from the majority.

These reasons appear to be of such weight as to entitle them to great consideration. The closing part of the last season might seem to many particularly cogent as regards the mere expediency of repeal, from the fact that the regulations of a society of operatives can scarcely ever be beneficial or effective, unless approved by two-thirds of those who are to carry them into effect. The undersigned has been mindful of the strength of the reasons in favor of repeal; and also of the deduction which may be naturally drawn from the closing portion of the last; but he has deemed it due to the investigation in which he is engaged, to turn to the other side, and see what reasons may be offered for the retention and maintenance of these regulations. They may be stated as follows: First, the regulations prevent a too rapid multiplication of journeymen, by withdrawing from parents and guardians the inducement of putting boys to the business as a temporary stay or relief, who, having served a couple of years, are turned out to compete with journeymen of more mature experience. Second, they improve the quality of such apprentices as do serve, by

affording them ample time to learn their business, a complete knowledge of which always stimulates them, in every situation in life, to a regard for the honor of the craft. Third, masters will readily start the printing business with apprentices only, when they can transfer or abandon such apprentices at will. Fourth, boys who are initiated into the business from temporary expediency, besides excluding journeymen to a certain extent, while serving their apprenticeship, frequently return, on the failure of other business, at a time when those who have made it the business of their lives can scarcely procure employment at it—thereby increasing the general distress among the craft. Fifth, this society, from its foundation up to a very short period before the adoption of these regulations, showed its partiality for long apprenticeships by requiring four years of such service to be one of the constituent qualifications of membership. Sixth, the small number of apprentices now, in this city, compared with what there were when these regulations were established, affords the most irrefragable evidence of the efficacy and good result of the regulations.

The undersigned, after such a hesitancy as is involved in the foregoing citation of the merits of the case, has concluded to, and does, recommend an adherence to the apprentice regulations. He believes they have been productive of much good to the master, the journeyman, and the apprentice: to the master, by increasing his net profit on the apprentice's labor; to the journeyman, by limiting the number of his competitors; to the apprentice, by affording him a competent experience; and to all, through an amenity and congeniality of sentiment engendered by the system. He thinks that their repeal would be but an entering wedge to split and divide our society on all the regulations which it has established for the general welfare. He also believes there is no middle ground. Modification would only multiply the attacks of those interested in repeal, as well as the enemies of the society. Special instances may occur where an exception to the regulations will be necessary—such as where the family to which an apprentice belongs is removing from one section of country to another; but in such special instances the undersigned apprehends a vote of two-thirds can readily be obtained to authorize such exception.

In conclusion, the undersigned asks that the committee be discharged from the further consideration of the subject.

(Signed)

F. JEFFERSON.

Mr. Delano offered the following resolution: "*Resolved*, That the apprentice regulations be enforced forthwith." For which Mr. Drew offered the following as a substitute: "*Resolved*, That a committee of vigilance be appointed, to consist of one member of this society in each office, in the city, to supervise the admission of apprentices into the respective offices in which the members of the committee may be engaged; and that, on the admission of a new apprentice into an office, the committee be required to wait upon the employer, on the authority of the society, and inquire whether such apprentice has been taken in accordance with the regulations of this society, and to report the same to the society; and that said committee also be authorized to pursue a like course with regard to those apprentices who are now working in offices contrary to the rules of the society."

Nothing, however, came of it at this time. By resolution the

society had appointed a committee November 6, 1841, to make a list of all the "journeymen now employed in the several offices of this city designating the number that are members of this society, the number that have been, but from any cause have ceased to be members; and the number that have never been attached to the society."

April 2, 1842, a resolution to prohibit members from working with nonmembers after January 1, 1843, was introduced, this being the first attempt in Washington to discriminate against merely nonunion men as distinguished, of course, from "rats," or men working under the scale. The argument of the resolution is identical with that used by unions against the nonunion man to-day:

Whereas experience has clearly demonstrated that it has been only by the formation and continuance of the Col. Typ. So. that the craft have been enabled to attain their present prosperous condition, in a moral and pecuniary point of view, in this city; and

Whereas a crisis has arrived in the affairs of the profession, which calls for a rally of all members of the craft in support of the constitution and regulations of the society; and believing that all who work at the business in this city are benefited by the existence of said society, and bound, both by honor and interest, to contribute to its support. Therefore,

1. *Resolved*, That every person working at the business will be required to make application to join this society within one month from the time of his commencing work at any office in this city, at a regular stated meeting of the society.

2. *Resolved*, That on the refusal or neglect of any to comply with the regulation contained in the foregoing resolution, or in case of the rejection of such applicant, the members of this society shall cease to work in any office where such person may be employed.

3. *Resolved*, That the foregoing resolution go into effect, as an amendment to the constitution, on the 1st day of January, 1843.

As a similar resolution was introduced in 1847, this, if passed (the minutes do not show whether it was or not), does not appear to have been very effective, but is none the less indicative of the sentiment of the time.

In New York City early in 1844 the Franklin Typographical Association had been founded for the purpose of securing an advance in wages. The scale, which was 28 cents per 1,000 ems and \$11 a week, was agreed upon at a meeting held April 13, 1844, to take effect April 15. At a meeting held on the latter date the following resolutions were passed:

Whereas the Franklin Typographical Association have designated the 15th day of April, 1844, as the time for the revised scale of prices to go into operation; and

Whereas it is necessary for the association, to protect those who may be thrown out of employment in consequence thereof, Therefore,

Resolved, That all persons who may be thrown out of employment in consequence of demanding the advance designated in the scale, be requested to report themselves to the board of management at

Stoneal's Hotel, Fulton street, on Monday, April 15, 1844, between the hours of 10 a. m. and 10 p. m. to receive such information, instructions and assistance as circumstances may require.

Resolved, That a committee of three be appointed to make arrangements for the firing a salute of 100 guns on Monday, April 15, 1844, in honor of the large number of the generous and liberal employers who have already signified their willingness to pay the new scale.

This firing of guns was premature, if intended as a celebration of victory. May 6, 1844, the association opened reading rooms and a house of call at No. 109 Nassau street for the use of all the journeymen printers, and where "members of the association out of employment are requested to call and register their names and addresses." It was, in fact, a "headquarters of the strikers" such as we know to-day. Matters grew worse and worse for the association. July 22 the following "address" was issued:

The corresponding secretary of the Franklin Typographical Association having been duly appointed by the board of managers to confer with certain printers concerning prices, respectfully submits the following report:

Saturday morning, July 20, I called on John F. Trow, the corporation printer, and stated to him that I had been appointed by the association, to inquire of him if there was any truth in the rumor that he was about to reduce prices in his book office. He answered me very haughtily, "Suppose there is?" I said that I did not come to explain why he should not reduce prices, but merely to ask what truth there was in the rumor. Again he replied, "Suppose there is?" I asked him if that was his only answer. He replied that he acknowledged no right in the association to ask him questions; that the association had been the cause of difficulty in his office, and that he was determined to "set his face against" this or any other association that should assume the right of dictation as to what men should receive for their labor. He should "set his face against the association." He held that he had the right to pay what he pleased for work, and that no one had a right to say a word in the matter; and he was "determined to set his face against the association."

After this ebullition of superfluous breath, the gentlemanly corporation printer set his back against me and I walked off.

Printers of New York! have you no interest in this matter? A portion of your number, by great exertion formed an association—upon a liberal and benevolent plan—have adopted a scale of prices to which these very men acceded, and which every honorable employer considers fair and just.

This scale of prices will put more money in your pocket in a month than the association will take from you in a whole year.

If you who are not members of our association would come up and join—if you would help yourselves fight your own battles—we might give such answer as would effectually convince Mr. John F. Trow, and others of his belief, that free and independent men, men who earn an honest livelihood by the sweat of their brow, have a right to dictate to fellow-men—aye though their names be not blazoned six sev-

eral times in gorgeousness of gold leaf and black paint upon the walls of a four-story building.

But if the mass of journeymen printers will remain idle in this business—if they will shun all opportunity for benefiting themselves—then they must submit to be insolently told that they have no right to ask a fair return for their labor, that they must take what their masters choose to offer, and be silent; they must be content to cringe before the soulless tyrant who by any means may happen to possess control over a case of type and a rickety press; they must be content to live or die, to feast or starve, as the greed and avarice of the employer may dictate.

Fellow-journeymen! have you not as fair a right to sunlight and shade, to air and existence as any other breathing mortal? If so, then protect that right, for it is in danger. The men who would deprive you of a portion of your hard-earned wages, were willing for their own interests to pay the scale at the time of its adoption.

Business was brisk then, work was plenty, and men were in demand. Now work is scarce, and for that reason these fellows would cut down your wages! as if the laborer was responsible for the decrease of business, and his wife and children must be punished and starved so that the employer's account of profits and gain may foot up as they did when business was good. Oh, charitable, enlightened, benevolent logic that would reduce the compensation for work because work is scarce!

In view of these circumstances, we call upon the journeymen printers of New York to come up, not to help us individually, nor for the purpose of parade or display, but come up for the benefit of yourselves, for your own protection, for the protection of your wives and children—for the protection of their honor—for the protection of the honor and the dignity of labor, and the character of freemen; all of which are endangered by the illiberal, selfish and unjust actions of a certain number of purse-proud mortals.

T. F. OTTARSON, *Corresponding Secretary.*

The last meeting of this militant association, so far as can be learned, was held December 21, 1844. About this time, or possibly in 1843, an attempt was made to found a national secret society, to be composed of picked men from the local associations in all cities, and to be called "The Order of Faust." The move was started in New York City, and it is said that such of the leaders as were approached in Albany, Washington, Cincinnati, Boston, and Philadelphia were ready to join and to found coordinate branches. Only rumors of it ever reached the surface, and if such secret society was ever really formed it did not get beyond New York, and never exerted any influence.

The years from 1844 to 1847 were remarkable for nothing but the same old temporizing struggle over apprentices, and the ever-swelling army of "two-thirders," which was augmented continuously from the apprentices. In 1845, in Washington, a group of printers forming a committee from the society were arrested upon a charge of "conspiracy," as the result of an attempt to enforce the society's appren-

ticeship regulations, which all of the employers (including those causing the arrest) had agreed to for years, but which nobody, not even the society, had paid much attention to. The extent to which apprentices were substituted for journeymen, as compared with the present time, can be best realized by reference to an incident in Detroit, Mich. In 1846 the apprentices struck on a Detroit newspaper, and publication was suspended for two days because there were not journeymen enough to do the work. November 22, 1847, the Albany (N. Y.) association sent out a letter stating that contractors had taken the State printing at 17 cents per 1,000 ems, and were hiring boys at \$3 a week to do the work. The next year the Albany union limited the number of apprentices. In 1847 the Baltimore association adopted a constitutional amendment limiting apprentices at the ratio of one apprentice to each three journeyman. In the convention of 1850 the Baltimore delegates, as well as those of Albany, urged limitation, and referred to that of their own unions, but without mentioning the ratio. Mr. H. T. Ogden, of Cincinnati, Ohio, who was a delegate to the convention of 1850, in an interview for this report kindly supplied this important information. Mr. Ogden went to Cincinnati in 1847, and his first employment was in a job office where there were 3 journeymen and 5 boys, called apprentices, but were only so in name. Mr. Ogden thinks that was about the ratio throughout the Middle West at that time. Few offices had more than one or two journeymen. He remembers that in the best office in Lexington, Ky., in 1836, there was 1 journeyman and 5 apprentices in the news composing rooms and 1 journeyman and 1 apprentice in the job room. In 1847 Mr. Ogden corresponded with the Baltimore union and got its apprenticeship limitation rule, which was adopted by the Cincinnati union in 1848. In 1849 there seems to have been a rivalry between the radical and conservative elements, the former wishing to further restrict apprentices by increasing the ratio to 1 to 4. Mr. Ogden was the candidate of the "1 to 3" party, and was elected president of the union. The Cincinnati scale in 1848 was \$10 a week. The scale for 1853 will be found in Appendix B, No. 12.

In 1848 the Typographical Union of Boston was organized. A preliminary meeting to discuss organization was held December 8, 1848, at the residence of Mr. Henry K. Oliver, who later became the first chief of the first bureau of the statistics of labor. Final organization was effected December 16, 1848, with approximately 60 members. The prices paid at that time were 25 cents per 1,000 ems to first-class journeymen in the best offices and 16 $\frac{2}{3}$ cents to "two-thirders," who outnumbered the journeymen about two to one. The union issued a circular in December, 1848, in which it said:

There are in Boston 156 journeymen working 12 hours each day, and 7 days each week who receive on an average of \$9.25 per week.

There are 325 journeymen working 10 hours each day and 6 days each week, who receive on an average of \$6 per week.

The scale of prices demanded by the union in 1849 was 28 cents per 1,000 ems, with a weekly rate of \$13 on morning papers; for evening and semiweekly papers, 28 cents per 1,000, and \$10 for weekly rate. Job offices and weekly papers paid the same piece rate, or \$9 a week on weekly rate; time work was 20 cents an hour.

The Pittsburg (Pa.) Typographical Association, formed in 1849, issued a scale of prices, which is reproduced in Appendix B, No. 8. This union proposed at first only a three-year indentured apprenticeship for all boys employed in offices; but in 1850 or 1851 adopted a limitation of apprentices at "1 to 3." The Boston union of 1848 tried to solve its problems by refusing to admit to membership any who had not served a four-year apprenticeship and had recommendations as a good printer. It is difficult to see how this would solve the problem of the "two-thirder," who was content to remain a two-thirder and out of the union, however, as it is not at all clear that members refused to work with nonunion men at first, and certainly not with nonunion men who claimed to be only apprentices, as the "two-thirders," when driven to defense, invariably did. In 1849 the Boston union had a long and bitter strike to enforce its new scale.

December 29, 1849, a meeting attended by 27 compositors from the daily newspaper offices was held in New York City to discuss organization and the prospects of securing a uniform scale of wages throughout the city. This was accomplished January 19, 1850, by the organization of the New York Typographical Union (now "Big Six") and the adoption of a scale calling for 32 cents per 1,000 ems, which the employers acceded to without friction. Hon. Horace Greeley, having accepted an invitation to do so, was elected its first president; "working cards" with his signature as president still exist and are greatly prized by their owners.^(a)

^a The New York Tribune of January 21, 1850, contains the following notice of the organization and condensation of the constitution adopted:

At a meeting of the New York Printers' Union held on Saturday evening, January 19, 1850, the following officers were elected: President, Horace Greeley, vice-president, Edgar H. Rogers; recording secretary, William H. Prindle; financial secretary, R. Cunningham; corresponding secretary, George Johnson; treasurer, Thomas N. Rooker.

CONSTITUTION OF THE NEW YORK PRINTERS' UNION.

The objects of the union shall be the maintenance of a fair rate of wages, the assistance and encouragement of good workmen, the support of members in sickness and distress, the relief of deserving printers who may visit our city in search of employment, the establishment of a library for the use and instruction of members, and to use every means in our power which may tend to the elevation of printers in the scale of social life.

1. The officers of this union shall consist of a president, vice-president, a recording secretary, a financial secretary, a corresponding secretary, a treasurer, a financial committee of three to serve one year, a visiting committee of seven

A typographical union existed in San Francisco, Cal., and one in Trenton, N. J., in 1850; but whether organized in that year or not, is not known. The San Francisco scale of wages was \$5 a day. Likewise the printers of Savannah, Ga., and those of Syracuse, N. Y., report organization and trouble in September, 1850, but do not clearly indicate how long they had been organized.

The present typographical union in Philadelphia was organized August 10, 1850, adopting a constitution and by-laws (reproduced in Appendix A, No. 8), and price list, which is given in full in Appendix B, No. 9. This constitution limits apprentices, and prohibits its members from working with "two-thirders." The union was immediately involved in a strike. September 18, 1850, there were 425 members enrolled and 30 journeymen who had refused to join, but were not working below the scale. September 21 the "vigilance committee" reported 55 "two-thirders" and 60 unbound boys in the

to serve for three months, a relief committee of five to serve for six months and a board of five trustees to be elected annually.

2. The regular meetings of the union are to be held on the first and third Saturdays of each month, and special meetings may at any time be called, at the request of six members, signified in writing to the president.

3. Eleven members shall constitute a quorum for the transacting of business.

4. The initiation fee is \$1, and application for admission may be made through any member, the applicant first depositing in the hands of the financial secretary the sum of \$1.

5. At the next meeting after his proposition, the union shall take his request into consideration and it shall thereupon be balloted for by ball ballots, and if the applicant shall receive three-quarters of all the ballots, he shall be entitled to a certificate of membership.

6. Any printer who has attained the age of 21 years, who is in sound health, and of good moral standing in society, may become a member by complying with the requirements of the constitution.

7. Members may pay their dues monthly if they prefer it, and should the liabilities of the union in consequence of benefits to sick and superannuated members, exceed the receipts thereof, then three-quarters of the members present at a regular meeting, or at a special (in which not less than 20 members shall form a quorum) shall have power to lay an assessment not to exceed the sum of \$2 in any one year upon every member of the union in addition to all other constitutional dues.

8. In addition to the initiation fee of \$1, the sum of \$6.50 per annum will be required from each member as dues, payable quarterly on the first Saturday of April, July, October and January.

9. Members who are rendered unable to work by sickness, shall receive the sum of \$4 per week, and in case of death of a member's wife, \$20. In case of the death of a member an assessment of 25 cents upon each member will be made for defraying the funeral expenses. The surplus, if any, to go into the general fund.

10. No member shall be entitled to receive any benefits until he shall have been a member one year.

11. Whenever a new member is proposed a committee of investigation of the members shall be appointed to inquire into the qualifications of the candidate and report in writing at the next regular meeting.

12. The widows and orphans of members who are qualified at the time of their decease shall, upon the recommendation of a committee appointed to investigate the circumstances, be allowed such assistances as the union may from time to time direct.

13. This union may at any future time adopt a scale of prices for the governance of the trade; and any printer who may be working for less than such scale, shall not be considered a proper person to be a member of this union.

printing offices of the city, and gave name and detailed personal description of each. The strike lasted into December, when the committee reported to the union that it could not win the strike with the demands as they then stood; recommending the repeal of the limitation on apprentices, that being the one demand most bitterly opposed by employers, and the one which alienated public sentiment. The sections of the by-laws limiting apprentices were repealed, as the union was unable by strike to enforce them. September 28, 1850, the New York union issued a call for a national convention, Boston and Philadelphia joining in the call.

The National Convention of Journeymen Printers of the United States met December 2, 1850, in New York City, with delegates from unions in the following cities: New York City; Albany, N. Y.; Baltimore, Md.; Trenton, N. J.; Philadelphia, Pa., and Louisville, Ky. The cities heard from by letters read in convention were Boston, St. Louis, San Francisco, Washington, and Cincinnati. The time of the convention of 1850 was largely taken up with the discussion of a proposition to limit the number of apprentices. Mr. Conway, of Baltimore, started it by offering the following resolution:

Resolved, That the principle now in successful operation in Baltimore city, limiting the number of apprentices in the various printing offices, be earnestly recommended to the trade throughout the country.

All the delegates seemed to favor limiting apprentices, but some construed the resolution as committing the convention to the Baltimore plan of restriction, and others wanted the local unions to quietly adopt the plan without the publicity which the adoption of the resolution by the national convention would excite. This was the view of the Philadelphia delegates, one of whom, Mr. Keyes, objected principally to the Baltimore method and introduced the substitute resolution which finally passed, as follows:

Resolved, That the limiting of the number of apprentices be earnestly recommended to the various unions throughout the country, for their adoption.

The report says: "All agreed as to its utility and justice; the only question was as to its expediency." The Philadelphia delegate especially, "though favorable to the principle in itself, was opposed to its being so openly proclaimed. He thought it would be employed to injure the trade." It will be remembered Philadelphia had just lost a strike on this issue. The Baltimore delegates were divided on the wisdom of openly demanding the restriction, Mr. Conway, however, carrying the question by an address in which he said:

The gentlemen on the other side urge that it should be adopted by the different unions quietly, without exciting attention to the subject. He thought that the adoption of it by the different unions would

excite more attention and hostility than the mere recommendation of it, by this convention. But he did not think we could be injured by any opposition which either its adoption or its recommendation might provoke. The same objection might be urged to every measure of reform which was proposed. If we are going to be regulated in our actions by the opinions of the employing class, and those whom they control, we might as well go home at once and submit ourselves entirely to established usages. * * * If there were people hostile to this [limiting apprentices], so were there people hostile to the assembling of this convention, or to the adoption of any measure calculated to redeem the trade from the control of the capitalist. We are not here to consult their selfish views, but our own interests, in our actions upon this as well as all other measures.

The New York delegates described the apprentice situation in that city and favored the resolution calling for a limitation. "Too many printers have been manufactured of late years. New York City affords a miserable proof of this fact. The system is prolific of 'rats.' Let apprentices be limited and journeymen would be in demand. The price of labor would be increased and placed in a position which would enable it to compete successfully with the power of capital."

The resolution was adopted, and the printers' organizations from 1850 stood committed to the principle of limiting the number of apprentices as a defense against what had amounted to child labor, although the local unions of Baltimore, Albany, New Orleans, and Cincinnati had been acting upon this principle for several years previously.

After debates and amendments, the convention finally agreed upon the following:

Resolved, That this convention recommend to our brethren throughout the country the formation of unions on the following basis:

Resolved, That a standing national executive committee, of three from each State, be appointed to enforce the execution of all resolutions of this convention, bearing upon the different sections here represented; to gather information on all matters of interest to the trade; to report the same quarterly to the different unions, and to the next convention when it assembles; to make arrangements for the assembling of the next convention, and also to attend to whatever else the convention may direct, during the interim between the adjournment of this and the assembling of the next convention.

Resolved, That this convention strenuously urge the journeymen printers of every city and town in the United States (provided there are six or more employed in such place), to form themselves into unions and establish connection with each other for the purpose of securing united action upon every question involving the interests of the trade; and that on and after the 1st day of February, 1851, no journeyman printer, coming from any city or town known to contain the organization provided for above, will be allowed to work in any locality embraced within this organization unless he exhibit a certificate of membership from the society situated in the place from which comes.

This resolution was the result of a compromise. The committee originally appointed by the convention to draft a plan had reported a very modest resolution, urging organization. One of the delegates from Baltimore, Mr. M. F. Conway, who throughout the proceedings advocated the more radical measures, proposed as a substitute for the committee report one which would prevent any printer, after February 1, 1851, getting work in any city represented in that convention unless he was a member of a union in the town he came from. This would compel every town where ten printers were employed to form a union if any of the ten should ever desire to get employment in any other town or city where a union existed. The New York delegates declared such a rule could not be enforced in New York City; the union there was not strong enough. Mr. Conway was willing to except New York City from the provisions of the resolution, owing to the weakness of the organization there. Philadelphia likewise opposed this radical action, and finally Delegate Greene, of Louisville, Ky., proposed as a substitute the above compromise resolution, which was adopted. The interest in this debate is the side light it throws on the relative strength of the unions in the various localities then as compared with the present, and the exhibition of good sense by the convention in ruling against an extreme measure, which would doubtless have arrayed the employers and unorganized printers solidly against it at its very inception.

The basis upon which local unions were to be organized was stated by resolution, under seven headings, as follows:

First. Regulation and adjustment of the different scales of prices, so as not to conflict with each other.

Second. Giving traveling certificates to their members, in good standing, to be legal for one year, which shall recommend the holders thereof to assistance and traveling expenses from the union in any city or town where they can not obtain work: *Provided* Said holders have done nothing in the meantime, by a course of intemperance or otherwise, to disqualify them from the same, of which fact the national executive committee shall notify the unions or societies in other places.

Third. Keeping a registry of the names of "rats", and other unworthy members of the trade, and description of their person, to be sent to every union or society in the country, and to be kept by each union for reference.

Fourth. Receiving no stranger as a member of any union or society, who shall not produce a legal certificate of membership from the society or union of the place to which he belongs.

Fifth. Levying a monthly contribution upon each member, sufficiently large to enable it to accumulate within two years a sum equivalent, at least, to \$10 for each member, as a reserve fund, in view of their being compelled to quit work in vindication of their rights.

Sixth. Establishing the right of any sister union or society to call upon them for pecuniary assistance, if necessary, to the amount of \$1 from each member: *Provided* That all sums thus loaned shall be

repaid in monthly installments, equivalent to at least 5 per cent of the original loan; the first installment to be paid within one month after the difficulty calling for the loan shall have passed away.

Seventh. Granting certificates from one union, to enable the members thereof to become attached to any other, without paying an entrance fee, provided the holder intends residing permanently within the bounds of the union into which he seeks admission.

Another important move by this convention was to make a clear-cut distinction between trade organizations and benefit associations. The early printers were not actuaries, nor had the fine adjustment of premium rates to risks and expectancy been made by anyone in those days; hence the inaccurate calculations at the base of the old benefit societies naturally led to charges of bad management of funds, and the trade-regulating purposes of organization were swamped and lost with the collapse of the "benefit system."

After the discussion of a resolution, in which every delegate participated, a substitute resolution was offered and passed unanimously, as follows: "*Resolved*, That it be recommended to all typographical trade associations to abolish the so-called benefit system."

The contract system of doing public printing was denounced, although the convention put on foot a plan by which the combined unions of the country were to bid on the Government printing and execute the same in a national union office in Washington. The establishment of a Government Printing Office was denounced, and Congress called upon to let the contracts only to "practical printers." The jewel of consistency did not at all times adorn the proceedings. Numerous plans for permanent national organization and extension of the chain of local unions were discussed.

The convention issued an "Address to the journeymen printers of the United States," which will be found in full in Appendix A, No. 10.

This address, which "the committee took the liberty to append" to the convention proceedings, and thus preserve, had, they state, "already been published in many of the newspapers." It is not the purpose of this article to comment on the documents submitted; but as this address would be considered extremely radical if issued by the International Typographical Union to-day, and as it is extremely improbable that anything bordering on some of its sentiments could be passed in that organization, it is but fair to call attention to the fact that the lines between radicalism and a progressive conservatism were not so clearly defined or sharply drawn then as now. An attack upon the wage system of industry did not mean then what it means now. Such attacks had been and were being made by the humanitarians of that day; and Greeley, Dana, Alcott, Thoreau, and all they of the Brook Farm and countless other experiments, were decrying the wage system without exciting anybody, even themselves.

Their plan of establishing cooperative communities and groups, like the Brook Farm or the proposed printing office to do the Government printing, "abolished the wage system" for individuals and groups of individuals. It did not matter that their idea was to extend these until all would eventually be in some group, since that was so palpably impossible or infinitely remote in time that it was a perfectly safe subject for discussion. That these reflections upon the wage system in those days did not mean what the same language would mean to-day is shown from the fact that the same convention unanimously passed a resolution opposing a Government printing office. There was nothing inconsistent about this then, for the theory that the wage system can only be ultimately abolished for all by the final absorption of industries by organized government had not been definitely formulated by any school of thinkers in this country at that time. The socialists of that day were St. Simonites, not Bellamyites, nor yet Carl Marxians. Nevertheless, it is well to note that the history of the typographical union is marked by the gradual elimination of general propositions from its councils; the progressively emphatic tightening of the lines on strictly trade matters. Its strength lies largely in its experience and the long line of precedents established, which enable it to know the best thing to do and to do that quickly and with firmness. It is organized not vaguely at the top by the International alone, nor solely by the more compact local union; but in every union printing office there is a chapel, or office organization, and its discipline and control, as well as its attempt to adjust grievances, settle troubles, or make agreements begins at the chapel.

The national executive committee was composed as follows:

New York.—T. J. Walsh, Albany; Edwin H. Rogers, Peter Macdonald, New York City.

Pennsylvania.—R. B. Smyth, John F. Keyser, W. B. Eckert, Philadelphia.

New Jersey.—Charles Bechtel, John Hartman, William Gillipsy, Trenton.

Maryland.—M. F. Conway, Frederick Young, John W. Peregoy, Baltimore.

Kentucky.—George E. Greene, J. L. Gibbons, Raymond Lynch, Louisville.

The committee elected M. F. Conway, of Baltimore, as chairman of the national executive committee.

The Second National Convention of Journeymen Printers met in Baltimore September 12, 1851, and organized with Mr. J. L. Gibbons, of Louisville, Ky., as chairman. Delegates were present representing unions in New York City, Albany, Utica, Boston, Philadelphia, Pittsburg, Harrisburg, Baltimore, Louisville, Cincinnati, Richmond, and Trenton. A constitution was adopted which, when ratified by

the local unions in five States, was to be the basis for a new and permanent organization, to be called the National Typographical Union. A copy of this document will be found in Appendix A, No. 11.

Methods for promoting organization among printers and denunciations of the system of letting public printing by contract to the lowest bidder occupied most of the time in their discussion, and little besides the adoption of the constitution was done. A minority report from the three strongest men on the general committee advised against permanent organization and the adoption of a constitution at that convention. Only one part of their report is important here. One principal reason the minority gave was "that, inasmuch, as there are but 11 unions represented in this body while there must be at least 50 in active operation throughout the country, and the unorganized material for as many more," the minority did not believe it wise to attempt to construct a permanent organization until a larger number of unions could be represented. Mr. Henry T. Ogden, of Cincinnati, was one of those signing this minority report, and he was interviewed on the statement made that "there must be at least 50 unions in active operation" at the time of this convention. Mr. Ogden's wonderful memory, reading back from 1904 to 1851 with astonishing clearness, corroborated most emphatically the opinion forced by this investigation. He said:

The use of the number "fifty" was not the result of careful counting; in fact, was not based upon any actual knowledge. It was a mere guess. Mr. Conway, of Baltimore; Mr. Walsh, of Albany, and myself thought we had better go slow on permanent constitutions, and, as one of the arguments, called attention to the mass of unrepresented printers. Another thing is that, while the distinction between the old benefit society with nontrade-interference constitution and the union idea was very clear and strong in 1851, there was still a hope that all these benefit societies would unionize their membership bodily as soon as a strong national union was formed, and we were still counting on these. Nevertheless, I doubt if all three of us could have made a list of fifty, even counting the benefit societies.

The apprenticeship recommendations of the convention of 1851 were less radical than those of 1850, the evident policy being to throw every important matter over to the convention of 1852. When, however, the convention of 1852 assembled it was as the Third National Convention of Journeymen Printers, as the unions from the necessary five different States had not yet signed the constitution of 1851 and paid the requisite \$5. It was not until the fourth day of that convention—that is, on May 6, 1852—that the needed signatures were obtained and the National Union formed. By resolution, however, the convention on the third day of its session declared itself as acting under the constitution of 1851. There were delegates from Cincinnati, Indianapolis, New York City, Albany, Louisville, e. Pittsburg, Har-

risburg, Philadelphia, Columbus, Boston, St. Louis, Memphis, Cleveland, and from Richland and Ashland, Ky. Not all of these delegates, however, seemed inclined to take part in the convention, and the permanent organization was formed upon definite assurances from but seven unions, as follows: New York City, Boston, Philadelphia, Baltimore, Cincinnati, Albany, and Pittsburg. Prior to the organization of the National Union, hence within the scope of this article, the convention adopted a report of the "committee on business," covering many of the questions that have been brought down historically to this point. The two most important of these resolutions were the following:

Second. *Resolved*, That we discountenance the system known as the two-thirds system, and strongly recommend to the subordinate unions the propriety of crushing an evil so prejudicial to our interests and our rights.

Fourth. *Resolved*, That subordinate unions be recommended to use their influence as far as possible, to do away with the employment of apprentices on daily papers.

It must not, however, be inferred that either of these problems was solved by resolutions. As stated above, on May 6, 1852, the organization of National Journeymen Printers passed into the present National Union, and the limit set upon this article is reached.

Quite a number of local societies and unions did not immediately join in this national movement. The Washington society, which was the prime factor in the national organization of 1836, declined to enter that of 1850 or 1852, and was the last of the older organizations to join, which it did in 1867. In Appendix B will be found the wage scales of this society down to 1866, which was the last issued as an independent society. The Washington union did not limit apprentices until it joined the National Union in 1867.

No account is here taken of the local unions that withdrew from the National and remained out for a few years. There was, however, an organization movement in the Territories of the extreme West that was entirely outside the sphere of influence of the National Union, and must be referred to. The only document left by this movement, so far as known, was found in 1904 in an old job printing office in Salem, Oreg. The original is the property of the typographical union of that city. There is a copy in the collection of the Oregon Historical Society, at Portland. The original is on parchment, and is as follows:

JOURNEYMEN PRINTERS' CONVENTION.

Pursuant to notice the printers of Oregon and Washington Territories met in convention in Portland, on Saturday evening, June 11, 1853, for the purpose of organizing a typographical society.

On motion, T. F. McElroy was called to the chair, and E. M. Waite appointed secretary.

On motion, Ed M. Cowne, W. B. Affleck, H. S. Stipp, and R. D. Austin were appointed a committee to draft resolutions.

The committee on resolutions reported the following, which were unanimously adopted:

Whereas, we, the printers of Oregon and Washington Territories, in considering the great disadvantage attendant upon the present system of our labors in these Territories, and with a view of obviating, as far as practicable, present evils, and establishing a basis upon which all connected or interested in the cause of right can heartily indorse, consider the organization of an association for mutual protection and advancement of the journeymen printers of the above-named Territories necessary: therefore, be it

Resolved, That this association shall be known as the "Oregon and Washington Typographical Society," and we, as members, considering the present rates of labor disproportionate in comparison with other mechanical branches; therefore, be it

Resolved, That after the 20th day of June, 1853, we, as members of this society, will not work at the printing business for less prices than the old-established rates of \$1,500 per year or \$5 per day, and will use all honorable means in our power to prevent ratting by either employers or those employed.

Resolved, That any printer belonging to this society accepting a situation and working for less than these rates shall be treated by us as a dishonorable man, and we hold it our privilege to publish him to the world as a rat.

Resolved, That as members of the craft known as the "art preservative of all arts" we will protect each other in the same, and do all in our power to hinder any innovation among us.

Resolved, That the proceedings of this meeting be presented to the publishers of the different papers in Oregon and Washington Territories for publication.

On motion, a committee of five was appointed to draft a constitution and by-laws.

The following persons were chosen by the chairman: W. B. Affleck, E. M. Waite, Ed M. Cowne, H. S. Stipp, and J. R. Thoman.

On motion, the following corresponding secretaries were appointed: W. B. Affleck, Portland; Ed M. Waite, Salem, Oregon Territory, and T. F. McElroy, Olympia, Washington Territory.

On motion the meeting adjourned to meet on Sunday, June 18, at 8 o'clock p. m.

T. F. McELROY, *Chairman*.

E. M. WAITE, *Secretary*.

To summarize, we find documentary evidence that New York City had an organization, probably temporary, in 1786; another formed in 1795 and existing until late in 1797; a third existing from 1799 to 1804; another organized in 1809 and existing as a trade organization to 1818, and as a mutual benefit society still in existence. Again, in 1831 a trade organization formed principally by newspaper compositors, and existing until about 1840, the exact date of its dissolution not being known. Again, in 1844 an organization which seems to have continued only from April to the last of December of that

EARLY ORGANIZATIONS OF PRINTERS.

year, and, lastly, the present union, which was organized in January 1850. In Philadelphia the printers organized in 1802, continuing as a trade organization with benefit features until 1831, when it was reorganized as a purely benefit society and as such still exists; another association, organized in 1833, lasted until 1839 or 1840, and in 1850 the present union was organized.

In Boston the evidence of an organization in 1803 is not quite conclusive; one organized in 1809 lasted until 1826 (that of 1822 being a nontrade-regulating society); another in 1838, the date of the dissolution of which was not ascertained, and the present union, formed in 1848.

Baltimore in 1814 organized a society which existed until 1826, the present union having been organized in 1831.

Washington organized in 1815 the society which still exists as Union No. 101, and is the oldest existing union of printers, if not the oldest union in any trade, in the United States. Albany, N. Y., had an organization from 1815 to 1827, another in 1847. New Orleans, one in 1830, which must have collapsed in a short time, as another was organized in 1835, existing until about 1845. The present union was formed in 1852.

Cincinnati organized in 1832 a society which appears to have lasted until about 1840. The present union was organized in 1846, though not, of course, under its present charter, as all charters were dated by the National Union and then reissued and dated by the reorganized international, which was not done until 1869. Richmond, Va., and Charleston, S. C., appear in 1834. Louisville, Ky., had an organization in 1834; another in 1839, which seems to have survived until 1847. In 1835 is found the first mention of or reports from organizations in Natchez, Miss., and Nashville, Tenn. In 1836 the first record is made of organizations in Harrisburg, Pa., Mobile, Ala., and Augusta, Ga. The Columbia, S. C., society was also organized in 1836, the society existing until about 1842. An organization was formed in Lexington, Ky., in 1837. St. Louis had an organization in 1838, which appears to have been in existence some time when first heard from through a circular letter issued by it protesting against a continuous rat list. In 1839 first mention is noted of organizations in Frankfort, Ky.; Rochester, N. Y.; Tallahassee, Fla.; Columbus, Ohio; Detroit, Mich., and Vicksburg, Miss.

Organizations were formed in Jackson, Miss., in 1840; Pittsburg, Pa., in 1849; San Francisco, Cal., in 1849 or 1850; Savannah, Ga., Syracuse, N. Y., and Trenton, N. J., in 1850. The organization in Oregon and Washington Territories of what appears to have been a delegate union occurred in 1853. Lastly, two national organizations were organized, that of 1836 and that of 1850, which reorganized in 1852 as the present national body of printers.

APPENDIX A, NO. 1.—FIRST CONSTITUTION OF THE PHILADELPHIA TYPOGRAPHICAL SOCIETY, ADOPTED NOVEMBER 6, 1802.

PREAMBLE.—The formation of institutions for the mutual benefit and assistance of one another having been found by experience to be attended with much good, when conducted with regularity, and supported with energy; and it being wise and expedient to provide in the day of prosperity for the exigencies of adversity; we, the subscribers, with these ends in view, and a desire to consolidate the present good understanding and harmony which now happily subsists among the brethren of our profession—have naturally considered, adopted, and declared ourselves bound to each other, by the following articles:

ARTICLE 1. The society shall be called, and known by the name of the "Philadelphia Typographical Society."

ART. 2. The concerns of the society shall be governed by a board to consist of a president, vice-president, 12 directors, a treasurer, and secretary, the former of whom, to be elected by ballot, and to hold their respective offices as follows:

ART. 3. The president shall be elected in general meeting, on the first Saturday in the month of November in every year, by a majority of the members present, and shall hold his office during the term of one year.

ART. 4. The vice-president shall be elected on the first Saturday in the months of November, March and July, in every year, by a majority of the directors present, and be chosen from among their own body, and shall hold his office during the term of four months.

ART. 5. The directors shall be elected by ballot, the first monthly meeting after the adoption of this constitution; and immediately after their election and installation, shall divide themselves into four classes and the members of the first class shall hold their office during the term of one month—the members of the second class during the term of two months, the members of the third class, during the term of three months, and the members of the fourth class, during the term of four months, so that at every monthly meeting there may be an election for three directors and in case of the death, resignation, or disability of any director or directors, then the president for the time being, shall give notice thereof, and at the first monthly meeting thereafter, another person shall be elected to fill the vacancy occasioned by such death, resignation, or disability, aforesaid.

ART. 6. The treasurer shall hold his office during the term of one year, and be elected as follows: On the first Saturday in November in every year in general meeting, or on the first Saturday thereafter, three candidates for this office shall be elected by ballot, and on the first meeting of the board, thereafter, one of the three persons as aforesaid, elected shall be appointed, by a majority of voices of the directors (except the president, vice-president, and secretary, who shall not be permitted to vote upon this occasion) as treasurer of the society, and the directors who shall vote for him, must become sureties for the faithful execution of the duties of his office in the manner, hereinafter mentioned.

ART. 7. The secretary shall be appointed by the president, by, and with the advice and concurrence of the board, and hold his office during their pleasure.

ART. 8. All acts of the board of directors, shall be in the name of the Typographical Society of Philadelphia, and signed by the president for the time being, attested by the secretary.

DUTIES OF OFFICERS.

ART. 9. It shall be the duty of the president, to preside at all general and special meetings of the society and board of directors, to keep order therein, and generally to do such things, as to his office may of right appertain and belong.

ART. 10. In the absence of the president, or, in case of disability, death, or, resignation, the vice-president shall preside, until the removal of such or until another person to fill the vacancy shall be elected, and perform the like services as the president—and in case of the absence, disability, death, or resignation of the president, and vice-president, then the board of directors shall appoint a president pro tempore.

ART. 11. The directors shall have power to pass by-laws for the government of themselves, and of the general meetings, resolutions and acts not derogatory to the true intent and meaning of the constitution, and generally to transact all and every such business for the good and well-being of the society, and is not in this constitution determi^d done in general meeting.

ART. 12. It shall be the duty of the treasurer to receive all dues, fines and forfeitures, collected by the secretary for the use of the society—and receipt to the secretary therefor—to keep exact and true accounts of all moneys received—and of his expenditures, and to make no disbursements, unless authorized to do so by a majority of the directors who voted the appropriation, expressed in their own proper handwriting on the warrant directed to him for that purpose—and shall, also, when thereto required, by a majority of the board, or of the society in general meeting, make out, and present a just and true account of his receipts and expenditures, and the amount of cash in his hand—and on his disability, resignation, or expiration of his term of service, deliver over to his successor, in the presence of the board, or three of their members, all the money and accounts in his possession, belonging to the society, under pain of forfeiting his and the directors' security, aforesaid. And in case of the death of the treasurer, then the receipts and accounts of the secretary shall be sufficient vouchers against his heirs, executors, or administrators. And on the death, resignation, or, disability of the treasurer, the vacancy occasioned in said office thereby, shall be filled as directed in the sixth article.

ART. 13. The secretary shall give regular attendance to all special, general, and stated meetings of the society and board of directors, shall keep an exact and plain minute of their proceedings, collect all dues, fines, and forfeitures of the members; which, he shall immediately deliver to the treasurer, and take his receipt therefor, in a book to be provided for the purpose, and generally do all and every such things, when thereto required by the board; or, the society in general meetings, as to them shall seem proper. For all such services, if punctually performed, he shall receive at the rate of \$1 per month, at the discretion of the board.

INSTALLATION OF OFFICERS.

ART. 14. Immediately after their election the respective officers, shall be entitled to take their seats, on subscribing to the following declaration: I ——— do solemnly declare, that I will to the best of my ability, execute the office of ——— and that I will not divulge any of the proceedings of my brethren, required by them to be kept secret, and that I will to the utmost of my power, procure employment, for any member or members of this society, in preference to any other, when occasion requires.

ADMISSION OF MEMBERS.

ART. 15. No person shall be eligible to become a member of this society, who shall not have served an apprenticeship satisfactory to the board of directors, to whom he shall make application in person, and they shall thereupon proceed to the election by ballot, and if the candidate shall obtain a majority of two-thirds of the board present, he shall then be declared a member of this society, and receive a certificate thereof.

DUES, FINES, AND FORFEITURES.

ART. 16. Every person on subscribing to the constitution, shall pay into the hands of the secretary, to be by him delivered over to the treasurer, the sum of \$1, which may thereafter be increased to any sum not exceeding \$5; and in addition thereto the sum of 25 cents per month until he shall have been ten years a member of the society, or be rendered incapable, by sickness or otherwise, in the opinion of the board, to pay such an installment, and if any member shall neglect, or refuse to make his monthly payment, for three successive months, he shall not be entitled to vote at any election; to hold any office in the society, or, to receive any benefits therefrom, until such payments shall be made. All fines and forfeitures, levied by the board of directors, in virtue of this constitution, shall be paid into the treasury for the benefit of the society, and if any person shall neglect, or, refuse to pay such fine or forfeiture, three months after the same shall have become due, the board shall thereupon issue a notice to the judges of elections forbidding them to receive the votes of such delinquents, or, to make returns of any vote which may be given for him to fill any office in the society, and in case such fine or forfeiture shall be incurred by the secretary, he shall be liable to expulsion; two-thirds of the directors present, concurring in a vote for that purpose.

JUDGES OF ELECTIONS.

ART. 17. It shall be the duty of the society in general meeting, or, in case of their neglect, then the president for the time being; to appoint three fit and qualified persons, to preside, at any election to be held in general meeting for officers of the society, and the said judges shall make out an exact and true return, certified under their hands, of the number of votes given for every person voted for, and deliver such returns to the president, who, shall thereupon declare the person or persons having the greatest number of votes, to be elected, and, in case of a tie, between any two or more candidates, the board shall declare, which of them is to exercise and hold the office.

QUALIFICATION OF VOTERS.

ART. 18. No person shall be entitled to vote, without he shall have received: certificate of membership; nor then if he shall be three months in arrears in his monthly payments; or, a notice has been issued to the judges of election against him, as mentioned in the sixteenth article.

ALIMONY.

ART. 19. When the funds of the society shall have amounted to \$100, the board of directors may award, such sums to sickly and distressed members, their widows and children, as to them may seem meet and proper; provided, that such sum shall not exceed \$3 per week. And in every case, where a member may be thrown out of employ, by reason of his refusing to take less than the established prices, they shall advance if required, on his own security, in their discretion; such sum, per week, as will be sufficient to defray his ordinary expenses, and if such member, by sickness, or otherwise, should be rendered unable to refund the amount, or part of the sum so advanced, the board may levy a tax upon every other member of the society; which shall be sufficient, or, in part sufficient, to defray the amount advanced as aforesaid. And further, no person shall receive the benefits arising from this article, until he shall have been six months a member of the society; unless he is a stranger, and in absolute distress. And furthermore, that the sum of \$10 be allowed, from the funds of the society, to the widow or nearest relative of any deceased member for the purpose of defraying funeral expenses.

TREASURER'S SECURITY.

ART. 20. Before the treasurer enters on the duties of his office; he shall give obligation to the president, vice-president and secretary, for the time being; thereby promising to refund the amount of any moneys, which may be in his hands, belonging to the society, on his death, resignation, or removal from office, which obligation, shall be signed by, and equally obligatory on those directors, who by their votes, may have selected him for the office.

BADGE.

ART. 21. The badge of the society, when such a distinction shall be necessary, shall be a silver rule, to be procured at the expense of each member, of such size and dimensions as the board may direct, and on one side shall be engraved the member's name and on the other side a press—and as soon as the distinction shall be established, a gold rule shall be provided for the president, and belong to him, to his successors, who may hereafter fill the office.

GENERAL MEETINGS.

ART. 22. A general meeting of the society, shall be held the first Saturday in every month, for the purpose of electing officers, hearing the reports of the board of directors, and making monthly payments.

SPECIAL MEETINGS.

ART. 23. A special meeting of the society, shall be held, whenever the board of directors shall think necessary, or, in case of the failure of their stated meetings, the president for the time being, shall think proper.

REVISION OF THE CONSTITUTION.

ART. 24. No alteration, or amendment shall be made to this constitution, unless two-thirds of the society present, shall concur therein:

Adopted November 6, 1802.

JOHN CHILDS,
ALEX. SCOTT,
WM. LITTLE,
S. SEWALL,
GEORGE WHITE,
Committee.

APPENDIX A, NO. 2.—ORIGINAL CONSTITUTION OF 1815, COLUMBIA TYPOGRAPHICAL SOCIETY, WASHINGTON, D. C.

PREAMBLE.—Whereas, experience having proven that the association of individuals, and the formation of societies, for the express purposes of benevolence, have seldom, if ever, failed to meet the sanction of both God and man, we, therefore, with these ends in view, and by this incontrovertible truth strongly impressed, with the hope, that our endeavors will, in like manner, merit the commendation of all good men, and draw down upon all our undertakings the benign influence of our Creator, to unite, and form ourselves, as one body, for the mutual benefit of each, binding ourselves one to the other in manner following:

TITLE.

ARTICLE I. The society shall be called and known by the name of "The Columbia Typographical Society."

OFFICERS OF THE SOCIETY.

ART. II. The concerns of the society shall be managed and conducted by a president, vice-president, treasurer, secretary, who shall be elected by ballot, and shall hold their respective offices for and during the term of one year; from and after the first Saturday of January next.

ART. III. In case of the death, resignation, or disability of any officer, the president, or in his absence the vice-president for the time being, shall give notice thereof, and at the first monthly meeting thereafter, another election shall be held to fill the said vacancy, occasioned by such death, resignation or disability as aforesaid. And in all cases where the election of officers does not take place on the day specified in this constitution, it shall be equally binding if it takes place at the next meeting of the society thereafter; and the persons so elected as aforesaid, shall hold the said office until the first Saturday of January next ensuing.

ART. IV. All acts of the society shall be in the name of "the president, on behalf of the Columbia Typographical Society," and shall be signed by the president, for the time being, attested by the secretary.

DUTIES OF OFFICERS.

ART. V. It shall be the duty of the president to preside at all stated and special meetings of the society, and to keep [order] therein, and generally to do such things as to his office may of right belong—

ART. VI. In the absence of the president, or in case of his disability, death, or resignation, the vice-president shall preside, until the removal of such disability or another person shall be elected to fill such vacancy; and in case of the absence, disability, death, or resignation of both the president and vice-president, then the members present shall proceed to appoint, by ballot, a president, *pro tempore*.

ART. VII. The secretary shall give regular attendance at all special and stated meetings of the society; shall give an exact and plain minute of their proceedings; collect all dues, fines, and forfeitures of the members, which he shall immediately deliver to the treasurer, and take his receipt therefor, in a book to be kept for that purpose, and generally to do all and every such thing, when thereto required by the society, as to them shall seem proper—

ART. VIII. It shall be the duty of the treasurer to receive all dues, fines, and forfeitures collected by the secretary for the use of the society, and give a

receipt to the secretary therefor; to keep exact and true accounts of all moneys so received, and of his expenditures; and he shall make no disbursements unless authorized so to do by a majority of the society; and shall also, when thereto required by a majority of the society, make out and present a true and just account of his receipts and expenditures, and the amount of cash in his hands; and on his disability, resignation, or expiration of his term of service, deliver over to his successor, in presence of the society, all the moneys and accounts in his possession, belonging to the society, under pain of forfeiting the penalty of his bond. And in case of the death of the treasurer, then the receipts and accounts of the secretary shall be sufficient vouchers.

TREASURER'S SECURITY.

ART. IX. Before the treasurer shall enter upon the duties of his office, he shall give bond to "the president in the name of the 'Columbia Typographical Society,'" with such security as shall be approved by the society, thereby promising that the amount of the moneys which may be in his hands, belonging to the society, shall be refunded on his death, resignation, or removal from office; and in all cases where the person elected to fill the office of treasurer, shall refuse or neglect to give bond, with such security as aforesaid, the treasurer, for the time being, shall hold the office until another person is chosen, who will comply with the terms of this article.

ART. X. The society shall make all necessary by-laws, and rules for their government, in addition to this constitution: *Provided*, That nothing therein contained shall be construed in any way to contravene the provisions of the same.

ADMISSION OF MEMBERS.

ART. XI. No person shall be eligible to become a member of this society, who is not, at the time of his application, a resident of the District of Columbia, and who shall not have served an apprenticeship satisfactory to the society; to a member of which he shall make application in person, which application must lay over for consideration to the next stated meeting of the society, when they shall proceed, by ballot, thereupon; and if the candidate shall have a majority of two-thirds of the members present, he shall then be declared a member of the society, and receive a certificate thereof.

EXPULSION OF MEMBERS.

ART. XII. Whenever such satisfactory evidence of the immoral or improper conduct of any member of this society shall be exhibited to the society, by a member thereof, as may induce them to consider such person unfit to be continued a member, they shall expel such person as aforesaid, two-thirds of the members present concurring in a vote for that purpose.

DUES, FINES, AND FORFEITURES.

ART. XIII. Every person subscribing to this constitution shall pay into the hands of the secretary the sum of \$2 each; and a monthly contribution of 25 cents, unless he shall have been ten years a member of the society, or rendered incapable by sickness or otherwise, in the opinion of the society, to pay the same. And if any member shall neglect or refuse to make his monthly payments for three successive months, he shall not be entitled to vote upon any question, or at any election, to hold any office in the society, or to receive any benefit therefrom, until such payment shall be made; and if any member shall be nine months in arrears, for monthly dues, fines, or forfeitures, notice thereof shall be given him by the secretary of such arrearages, and if he neglects or refuses to pay the same, within three months thereafter, he shall thereupon be expelled: *Provided always*, That this article shall in no manner affect persons actually sick or absent from the District.

All fines and forfeitures levied by the society, by virtue of this constitution, shall be paid into the treasury for the benefit of the society. And if any person shall neglect or refuse to pay such fine or forfeiture three months after the same shall have become due, the secretary shall inform the president, who shall thereupon declare the fact, and refuse receiving his vote.

until the same shall have been paid, and shall, therefore, make no return, (if he shall have been voted for, for any office,) of such votes. And in case such fine, or forfeiture, shall be incurred by either of the officers, they shall be liable to be expelled two-thirds of the society concurring in a vote for that purpose.

ALIMONY.

ART. XIV. The society may award such sums to sickly or distressed members, their widows and children, as to them may seem meet and proper: *Provided*, That such sums shall not exceed \$3 per week. And no person shall receive the benefit arising from this article until he shall have been three months a member of this society, unless he is a stranger and in absolute distress.

And further, That the sum of \$15 be allowed, from the funds of this society, to the widow or nearest relative of any deceased member, for the purpose of defraying funeral expenses, etc.

BADGE.

ART. XV. Every member of this society shall furnish himself with a silver rule, of such size and dimensions as may be established by the society; on one [side] shall be engraved the member's name, and on the other a press; and a golden rule shall be provided for the president, for the use of him and his successors in office, on one side of which shall be engraved "President of the Columbia Typographical Society," and on the other side a press, over which shall be an appropriate motto to be hereafter designated and expressed verbatim by the society.

At all processions of the society the members shall wear their badge suspended by a blue ribbon from the second buttonhole of the coat.

STATED MEETINGS.

ART. XVI. A stated meeting of the society shall be held the first Saturday of every month.

SPECIAL MEETINGS.

ART. XVII. Special meetings of the society shall be called whenever any five members shall request the president to call the same; and the president shall thereupon direct the secretary to notify the members accordingly.

CERTIFICATE OF MEMBERSHIP.

ART. XVIII. As soon as practicable after signing this constitution the president shall furnish each member with a printed certificate of membership, in the following words, signed by him and attested by the secretary:

BE IT KNOWN, That A. B. having complied with all the provisions of our constitution, is hereby declared a member of "The Columbia Typographical Society."

Given under my hand and seal this — day of ——— A. D. 181— at the city of Washington, in the District of Columbia.

Attest:

——— Secretary.

——— President.

BY-LAWS.

ARTICLE I. Any member, duly elected to an office, or appointed on a committee, who shall refuse to serve therein, shall pay the sum of 25 cents; unless an excuse be given and accepted.

ART. II. No resignation of office or membership shall be accepted without notice in writing being given thereof, and all dues, fines, and forfeitures, if any, being first paid.

ART. III. Any member who shall leave the room, during the session of the society, without leave from the presiding officer; or who shall otherwise transgress the principles of decorum, or violate the usages and rules of order, in the opinion of the chair, or, on appeal, in the decision of a majority; or who shall appear at any meeting in a state of intoxication; or who shall introduce into the society's room, or cause to be introduced, previous to adjournment, any drink

siding officer: You ———, do solemnly pledge your word that you will conform to, and support, the constitution and by-laws laid down for the government of this society; that you will, at all times, procure employment for a member of this society, in preference to any other person and that you will not divulge their proceedings required to be kept secret.

SEC. 2. Before the president, vice-president, secretary or treasurer, enter on their duties, they shall assent to the following declaration: You ———, do pledge your honor, that you will to the best of your ability, discharge the duties devolving on you as ——— of this society.

ART. XI. SECTION 1. Every person, on subscribing to this constitution shall pay into the hands of the secretary the sum of \$2 each; and a monthly contribution of 25 cents each shall be assessed and required of every member of this society, until he shall have been ten years a member, or except he be rendered incapable, from sickness, or some other cause, in the opinion of the society to pay the same; or unless hereinafter otherwise provided. And, if any member shall neglect to make his monthly payments for three successive months, or shall at any time, when requested, refuse to pay the same, he shall not be entitled to vote upon any question, or at any election; to hold an office in the society, or to receive benefit therefrom, until such payments shall be made.

SEC. 2. All fines and forfeitures, levied by this society, by virtue of this constitution, shall be paid into the treasury, for the benefit of the society. And if any person shall neglect or refuse to pay such fine or forfeiture, three months after the same shall have become due, the secretary shall inform the president, who shall thereupon declare the fact to the society, and refuse receiving his vote, upon any question, until the same shall have been paid; and shall, likewise, make no return (if he shall have been voted for to any office) of such votes. And in case such fine or forfeiture shall be incurred by either of the officers; they shall be liable to be expelled; two-thirds of the society concurring in a vote for that purpose.

SEC. 3. Should any member be nine months in arrears, for monthly dues, fines, or forfeitures, notice thereof shall be given him by the secretary, of such arrears; and if he neglects or refuses to pay the same, within three months thereafter, he shall, thereupon, be expelled: *Provided, always,* That such part of this article as relates to expulsion, shall, in no manner, affect persons actually sick or absent from the District.

ART. XII. SECTION 1. Any member of this society, who shall hereafter leave the District, shall provide himself with a certificate of honorable membership; under hand of the president, attested by the secretary; and shall, (if he join a similar association during his absence) on his return, be exonerated from paying all and every due, fine or forfeiture, which might otherwise have been incurred; and shall be entitled to all privileges and immunities which he would have been; had he not left the society as aforesaid; provided, he, on his return, produce a certificate of uniform correct conduct from the president of an association, as aforesaid, while a member thereof.

SEC. 2. But should a member leave the District in any other manner than as before specified, and, on his return, wish again to join the association, he shall be charged with his monthly dues, for and during the time he has been absent, unless, in the opinion of a majority of the members of this society, after an investigation by a committee appointed for that purpose, he be considered unable to pay the same: *Provided,* That in this last instance, he pay the amount of the initiation fee required by the preceding article of this constitution: *And, provided, further,* That this article shall in no manner affect such persons as have been ten years a member of this society; or, having obtained a certificate from this association, as above prescribed, may have resided where a similar society did not exist.

ART. XIII. SECTION 1. Such members as are charged with having forfeited their seats from a violation of the constitution, by-laws or regulations of this society shall have one month's notice given them of such charge by the president, to enable them to make their defense; which not being made at the next monthly meeting of the society, or, being made and not deemed satisfactory, the society shall expel any such person, two-thirds of the members present concurring in a vote for that purpose.

ART. XIV. SECTION 1. The society may award such sums to sickly or distressed members, their widows or children, upon representation being made by two or more members, of the necessity therefor, as, in their opinion, may be meet and proper: *Provided,* That such sums shall not exceed \$5 per week; and no person shall receive the benefit arising from this article, until he shall have been three months a member of this society, unless he is in absolute distress.

SEC. 2. *And further*, That the sum of \$20 be allowed, from the funds of the society, to the widow or nearest relative, of any deceased member: *Provided*, It shall appear upon proper investigation, they shall stand in need thereof; for the purpose of defraying funeral expenses, etc.

ART. XV. SECTION 1. A quorum of the society shall consist of eight members, at all stated or special meetings; but, no money belonging to the society shall be appropriated unless sanctioned by six of said eight members, if there shall not be more than eight present: *Provided, however*, That if there shall be more than eight present, a majority of two-thirds thereof, shall be necessary to make an appropriation.

ART. XVI. SECTION 1. A stated meeting of the society shall be held on the first Saturday of every month.

ART. XVII. SECTION 1. Special meetings of the society shall be called whenever any five members shall request the president to call the same; and the president shall thereupon direct the secretary to notify the members accordingly.

ART. XVIII. SECTION 1. Additional to this constitution, the society shall make all necessary by-laws and rules for its better government: *Provided*, That the provisions of this constitution be not affected thereby.

ART. XIX. SECTION 1. As soon as practicable after signing this constitution, the president shall furnish each member with a printed certificate of membership, under the society's seal, in the following words, signed by him, and attested by the secretary:

SEC. 2. Be it known, that A. B. having complied with all the provisions of our constitution, is hereby declared a member of the Columbia Typographical Society.

Given under our hand and the seal of the society, this — day of —, 181—, at the city of Washington, in the District of Columbia.

Attest:

_____, President.

_____, Secretary.

ART. XX. SECTION 1. No alteration or amendment shall be made to this constitution, unless four-fifths of the members present, concur therein; nor then, unless all motions to that effect lie over for consideration one month.

WASHINGTON CITY, April 4, 1818.

APPENDIX A, NO. 4.—OUTLINE OF CONSTITUTION OF THE BALTIMORE TYPOGRAPHICAL SOCIETY, ADOPTED JUNE 2, 1832.

The Baltimore Typographical Society (second organization with the same name) was organized November 26, 1831. The constitution was not adopted until June 2, 1832. It was, in outline, as follows:

"PREAMBLE.—We, the subscribers, members of the Baltimore Typographical Society, in order to form a union among ourselves, to preserve regularity and decorum in our proceedings, to awaken and reward emulation in our brethren, in the art and mystery of printing, to guard against those extremities of sickness and sorrow, to which, without any fault of our own, we are, nevertheless, (from the infirmity of our common nature), daily and hourly subject, and to secure, after our departure from this world, some little provision for our widows and orphans, or others, endeared to us by the interesting ties of blood or affinity, do enact, declare, and establish the following as our constitution and future rules of government."

Article I states that "this society shall be known and called by the name of the Baltimore Typographical Society."

The territorial limits of its jurisdiction are not specified, as they are in other documents.

The usual list of officers are provided for and their duties defined, the only difference being that this society had a preference for official committees rather than individuals, such as a "committee of correspondence" of three, a "visiting committee" of five members. The powers of the president were somewhat greater than in most of these societies, and point toward subsequent developments in later unions along this line. Article III of the constitution says:

"SECTION 1. It shall be the duty of the president to preside, and preserve order and decorum at all meetings of the society; to silence disorderly debate, govern the transactions of all business appertaining thereto; and give a casting vote on any question which can not otherwise be decided; he shall have full power to call special meetings; sign all orders on the treasurer, and perform all other duties required by the constitution and by-laws."

"SEC. 5. It shall be the duty of the visiting committee to receive and act upon all applications for relief, visit the sick members, etc., check on the treasurer for the amount of aid, necessarily and constitutionally, to be afforded, which shall be indorsed by the president and secretary before payment, (subject always to deductions for dues, fines, and forfeitures;) with all other duties devolving upon them as a visiting committee, and make report of their whole proceedings at the next stated meeting."

The secretary was "exonerated from the payment of monthly dues, and allowed 50 cents for each meeting." However, "if the secretary shall absent himself from a meeting of this society, without being prevented by sickness of himself, or death in his family, he shall forfeit his monthly remuneration and an additional sum of 25 cents; and if he does not send the books, then he shall be amerced in a sum of 50 cents for such omission of duty in addition to the first-named sums."

The initiation fee prescribed by the Baltimore society was \$3, and monthly dues 25 cents, with a forfeiture of membership when arrearages amounted to \$1.50, unless the member was sick or absent from the city. Payment of dues for fifteen years made one a "free" member. Honorary membership for life could be secured for \$5, but carried with it only the right to attend the meetings and vote for regular officers. It does not seem to have been necessary even to have been a printer in order to secure honorary membership. The qualifications for membership are declared by Article VI:

"The indispensable qualifications of all persons hereafter admitted as members of this society are, a good moral character, industrious habits, and a practical knowledge of the art and mystery of letterpress printing, having acquired the same by an apprenticeship of at least four years, during minority.

"ADMISSION OF MEMBERS.

"ART. VII. Any person desirous of becoming a member of this society, may make application through any member thereof, whose duty it shall be to make known such application to the society, which application may, if not otherwise determined, lie over until the next stated meeting, when the society shall, if deemed expedient, proceed to ballot for the candidate; and if two-thirds of the voters present agree to his admission, he shall be declared by the presiding officer to be duly elected.

"SEC. 2. No proposition for membership shall be considered as before the society, nor to be acted upon, until the applicant's pretensions shall have been stated by the member or members proposing and recommending him.

"DECLARATION OF MEMBERS.

"ART. VIII. Every person to be regularly admitted a member of this society shall accede to the following declaration:

"You, ———, do hereby pledge your honor, that you will conform to all the rules and regulations established by the constitution and by-laws of the Baltimore Typographical Society; that you will, on all occasions, procure employment for a member of this society in preference to any other person; that you will encourage, as far as in your power, a friendly feeling among the members; discountenance all vice and immorality in them; and, as far as may be, endeavor by your actions and counsel, to urge in the members, generally, a spirit of industry and fidelity—to the end, that a membership of this society, of which you [are] becoming a member, may be the best recommendation to employment, and the highest assurance for the faithful discharge of all confidence and trust reposed in you; and you also pledge yourself not to divulge any of the proceedings of your brethren in this society."

Article X is devoted to "trials and expulsions." Sections 3, 4, and 5 follow:

"SEC. 3. Any attempt by a member to deprive another of membership, or good standing in the society, by bringing false charges against a member before the society, with evidently a malicious intent, shall, on trial and conviction by the society, be punished by a fine—in a sum of not less than \$1, nor more than \$5—suspension, or expulsion, as the society may determine, by a majority present.

"SEC. 4. Frequent intoxication, gross immorality, needless and frequent neglect of business, so that his employer is seriously injured, or the member's family thereby reduced to a state of suffering, shall, upon information and conviction by the society, be punished with suspension, deprivation of membership, as the offense may be: all questions of suspension, deprivation of mem-

bership shall be, without debate of propriety, in all cases, by ballot, and a majority of legal voters present necessary to decide on such questions.

"Sec. 5. Any member guilty of an evasion of the provisions of this constitution, by-laws, or list of prices, for the purpose of working for a less sum than is therein determined; taking a boy to teach him presswork for less than his services for thirteen weeks, or half his wages for twenty-six weeks, if by the piece—or if by the week teach him for a less sum than \$26, or \$1 per week for twenty-six weeks; procure the discharge of a member from an office upon a false accusation, or injure the interests of his employer by revealing the secrets of the office, unnecessarily, shall, upon conviction, be deemed expelled by the society.

"FORFEIT OF MEMBERSHIP.

"ART. XI. No member, under forfeit of membership, shall work in an office where a boy, not an original apprentice of that office, is employed for less than the list of prices demands, unless the boy, so employed, is under 17 years of age, or shall have come from an office, the proprietor of which shall have deceased or declined business; nor shall any member, under the same forfeiture, work in an office where any person or persons are employed for less than the list of prices calls for.

"FORM OF CERTIFICATE.

"ART. XIV. Any member, on leaving the city, shall, upon application, have a certificate of membership, bearing date at the period given, signed by the president and attested by the secretary, (or in the case of the death, absence from the city, or resignation of the president, signed by the vice-president) if it shall appear by the books of the society, that all arrears are paid up, and no charges of improper conduct are pending against him, in the manner following:—

"CITY OF BALTIMORE, ——— 18—.

"This is to certify, that at a meeting of the Baltimore Typographical Society, held of the — day of ———, one thousand eight hundred and ———, ——— was regularly admitted a member of the society, and is recommended to the typographical societies throughout the country, and to printers generally. Given under our hand, at the city of Baltimore, in the State of Maryland, this — day of ———, one thousand eight hundred and ———; and in the ——— year of the institution of the society.

"Attest.

—————, *President.*
—————, *Secretary.*

"BENEFITS.

"ART. XV. Any person, after being one year a member of this society, shall be entitled, upon written application, to receive the sum of \$2.50 per week, during his indisposition, whilst so much remains in the funds: *Provided*, His sickness does not arise from immoral conduct; but he shall not be entitled to any support for such affliction, unless the application be made during the time of its continuance; and the visiting committee shall, in no case, pay any member's claim for time elapsed, more than one week previous to application. The visiting committee shall have a discretionary power, and may require the aid of a physician, in all cases of doubt as to the capability of any member to attend to his usual business.

"Sec. 2. At the death of any member of this society, (after having been one year a member) the sum of \$30 shall be allowed by the society for defraying his funeral expenses; and, each and every member of the society shall pay into the hands of the secretary, at the next stated meeting, the sum of \$1, as an extra contribution, towards replenishing the funds.

"Sec. 3. On the death of any member of this society who has not been twelve months a member, the sum of \$15 shall be paid toward defraying his funeral charges; and, at the next stated meeting of the society, an extra contribution of 50 cents shall be paid by each and every member, to replenish the funds.

"Sec. 4. The society shall attend the funeral of all deceased members.

"FEIGNING SICKNESS.

"ART. XVI. Should any member feign himself sick or disabled, for the purpose of deriving benefits from this society, or while he is deriving benefits therefrom, such member shall be expelled the society, and forfeit all rights therein.

"RECEIVING MEMBERS FROM OTHER SOCIETIES.

"ART. XVIII. Any person presenting a certificate of membership from any other typographical society to this, shall be entitled to a seat as a member, and enjoy all the benefits of this society, if the society from which he comes recognizes the same privilege."

Article 3 of the by-laws of the Baltimore society says:

"ART. 3. All members absent from a stated or adjourned stated meeting, when the roll is called, shall be fined 6½ cents; and, if absent from the meeting during the whole evening, to be fined 25 cents—and no exoneration from payment by any excuse, except confinement by sickness."

APPENDIX A, NO. 5.—OUTLINE OF CONSTITUTION OF THE NEW YORK TYPOGRAPHICAL ASSOCIATION OF JUNE, 1831, AS AMENDED IN 1833.

An outline of the constitution of the New York Typographical Association of June, 1831, as revised and amended in 1833, is here given. This is not intended as an outline in the ordinary sense, for the portions of the constitution having a bearing on subsequent developments are given in full. Only matter that is of a merely antiquarian interest is omitted.

The preamble of the constitution states that "The journeymen printers of the city of New York, with a view to elevate the character and advance the interest of the profession, by maintaining a just and uniform scale of prices for their labor, do hereby resolve to form themselves into a society under the name of the Typographical Association of New York, and do enact for their government, the following constitution and by-laws:

Section 1 of Article I states:

"SECTION 1. The jurisdiction of this association shall embrace the city of New York and the villages of Brooklyn, Jersey City, Williamsburg, and Hoboken."

The articles defining the officers and their duties do not require special notice, beyond the mention that the fiscal affairs and general management of the association were delegated to a board of directors consisting of 12 members, divided into four classes, the entire number of one class to be retired and their successors elected each month. This made a four months' tenure of office for each director, though he changed his class each month, and each month three new men came in, except that members were not deemed ineligible for reelection, i. e., a member going out of office in the fourth class might be reelected in the first class. The secretary's salary was to be a sum "not exceeding \$20 per annum to be regulated by the board, and be exempted from the payment of monthly dues." In case he neglected to attend a meeting of the association he was to be "fined in a sum not exceeding 50 cents for each delinquency, to be deducted from his yearly salary." The janitor, or door-keeper was also exempt from monthly dues and to be awarded a salary by the board of directors, but within a constitutional limit of "\$6 per annum." The treasurer must never have to exceed "\$15 of the funds of the association" in his possession at one time: all over this to be deposited in "the savings bank" subject only to the order of the board of directors.

Each officer-elect on assuming his office affirmatively subscribed to the following:

"Do you solemnly declare that you will, to the best of your ability, execute the office of ———? That you will support the constitution of this association, and all by-laws founded thereon? And that you will act in this capacity for the general benefit of the members thereof, when opportunity offers or occasion requires?"

No member in arrearage for dues or fines to the extent of 12½ cents or who had not been a member six months was eligible for election to any office. The initiation fee was \$1.50, 50 cents of which must accompany the application for membership, the balance paid on night of election to membership. The monthly dues were 12½ cents, until this amounted to \$20, when the party so paying was to be considered "a free member."

Then, as now, the pledge of the initiate bound him not only to demand the scale while working as a journeyman, but to pay it should he ever become an employing printer. Article 4, covering the subject of membership is in full, as follows:

"ARTICLE IV.—Election and initiation of members.

"SECTION 1. Applications for admission into this association must be made to the board of directors, either personally or through any member of this association. The applicant must first deposit, or cause to be deposited, in the hands of the secretary, the sum of 50 cents, upon which the board shall take his request into consideration; and if it shall satisfactorily appear that he is a regular journeyman printer, of the age of 21 years, and not working for less than the prices established by this association, the results of such inquiries shall be reported to the next meeting.

"SEC. 2. A person favorably reported to the association shall be balloted for, and the votes of three-fourths of the members present shall entitle him to admission: when, having signed the constitution, and paid the additional sum of \$1, he shall be entitled to a certificate of membership.

"SEC. 3. Candidates who do not come forward within three months after being notified of their election, shall forfeit their deposit money, unless a satisfactory excuse for the delay be rendered. Should a candidate be rejected, his deposit shall be returned.

"SEC. 4. Newly elected members of this association shall be introduced by the individuals who first proposed them to the board of directors, or such other suitable person, or persons, as may be designated by the chair. The members of the association will rise on the entrance of the candidate and remain standing until he be conducted to the presiding officer, who shall address him as follows:

"SM—I have the pleasure of informing you that you have been elected a member of the Typographical Association of New York. Before your name is added to the roll, it is my duty to ask, Do you understand the objects of this association? Will you, both as a journeyman and an employing printer, support the constitution and scale of prices of this association, and all by-laws founded thereon? Will you attend all meetings of this association, and embrace every proper occasion to promote its reputation and enhance its prosperity? And where your influence is desired by individuals of the profession, and their claims as workmen are equal, always give the preference to members of this association?

"As your answers are satisfactory, and trusting that you will ever bear in mind the principles upon which this association is founded, I now tender to you the right hand of fellowship. As an earnest of the sincerity of the declarations you have just made, you will sign this constitution, which defines your rights and duties."

The older typographical society of New York admitted both employers and employees in the industry. Indeed this seems to have been the real source of its undoing as a labor organization and the securing of a charter which prohibited it from interfering with rates of wages. The Typographical Association provides against splitting upon this rock by section 2 of Article V, which says:

"SEC. 2. Any member of this association who shall establish the printing business on his own account, will forfeit his title to membership; but in event of his again becoming a journeyman, he shall be entitled to all his former rights and privileges."

Other important articles, covering the matter of relief, containing the germs of the "strike-fund" idea, "out-of-work benefits," and establishing the "chapel," are the following:

"ARTICLE VI.—Of the funds.

"SECTION 1. The funds shall not be appropriated to any other purpose than to defray the necessary expenses of the association, and the pecuniary relief of its members. In no case shall the allowance to members exceed \$3 per week to single men, and \$4 to married men, and the board of directors shall determine the right of applicants to the per week allowance specified in this section.

"SEC. 2. Any member who may be thrown out of employment in consequence of not obtaining a price for his labor that shall be in accordance with the scale and having a certificate to that effect from the 'father of the chapel,' in the office where he was last employed, shall be entitled to the weekly relief specified in the preceding section while he shall remain unemployed; but, if it shall satisfactorily appear that he makes no effort to obtain another situation or refuses honorable employment when offered him, and continues to draw from the treasury, his weekly allowance shall be immediately stopped, and his claim on the funds be suspended for the term of six months.

"SEC. 3. No member shall be entitled to the weekly allowance above specified who may be in arrears for fines or dues, exceeding the amount of 50 cents.

"SEC. 4. Any sum that may be earned by a member during the week that he receives pecuniary relief, shall be deducted from his weekly allowance.

"SEC. 5. Whenever the amount of moneys in the treasury shall exceed \$500 appropriations may be made for the relief of sick members, and also for the burial of deceased brethren.

"ARTICLE VII.—Of the chapel.

"SECTION 1. In each printing office within the jurisdiction comprised in Article I, section 1, where journeymen connected with this association are employed, there shall be established what is technically called a 'chapel,' and an experienced journeyman printer chosen to preside thereat, who shall be constituted and known in his official capacity as 'father of the chapel.' To this chapel shall be referred for settlement any difference that may arise between employer and employed, or between journeymen; and the disagreements shall be adjudged by the chapel, and its decision acquiesced in and supported by its members respectively.

"SEC. 2. When doubts arise respecting the construction which may be given to any article, or articles, in the scale of prices, a chapel shall be immediately summoned, at which the father shall preside, when the difficulty shall be canvassed, and the decision of the majority be binding upon all.

"SEC. 3. It shall be the duty of the father of the chapel to report the nature of the difficulty, and the decision thereon, to the president of the board of directors, who shall, if in their opinion necessary, bring the subject before the association.

"SEC. 4. Every member of the association in the office shall have a voice in the chapel; but if the majority, in large offices, decide to delegate the trust to chapels consisting of five, seven, or nine members, of which the father to be always one, it shall be competent for them to do so. The father of the chapel to be elected by a majority and continue in office three months.

"SEC. 5. No chapel shall be formed in any printing office where there are less than three members of the association employed; and any difficulty originating in, or any demand for relief, emanating from such office, shall be laid before the board of directors."

Article X on "Impeachment and trial of members" provides that "any breach of the constitution, by-laws, or scale of prices of this association, shall constitute just grounds for impeachment, admonition, fine, or expulsion of any of its officers or members." It is also provided that "conduct calculated to bring into contempt, or derision, the association as a body" is punishable in like manner. Charges must be made in writing, a copy furnished the member against whom they are made at least one week before the date of the meeting at which they are to be taken up. A majority vote convicts.

Article XI "Of the scale of prices" says:

"SECTION 1. The scale of prices for labor, appended to this constitution, shall in all cases, be considered as a part thereof, and no member of this association shall on any pretense whatever, work, either directly, or indirectly, for prices less than those specified therein."

Article X of the by-laws establishes an employment office, or out-of-work register, with priority rights. The latter, however, would not appear to amount to a waiting list based upon establishments and priority rights therein. The article says:

"A book shall be kept at the association-room for the purpose of registering the names of such members as are in want of employment, and also of vacant situations, and any journeyman who may have placed his name on the book shall forfeit 6 cents for every twenty-four hours his name shall remain thereon after he has obtained a situation."

By-law XII requires:

"It shall be the duty of the members of this association to inform strangers, who come into the offices where they are employed, of the established prices, and also of the existence of the association, and of the necessity of becoming members."

APPENDIX A, NO. 6.—CONSTITUTION OF THE NASHVILLE TYPOGRAPHICAL SOCIETY, 1837.

PREAMBLE.—Whereas, it is the duty of every member of a laudable calling, to use his best exertions toward enhancing and dignifying said calling, by adding to the quantum of its virtue and intelligence—as well as for mutual protection and defense, as for the purpose of cultivating a friendly feeling and intercourse toward each other; and

Whereas these objects are more attainable by the formation of societies composed of the same class of persons than by other means:

Therefore we, the subscribers, printers residing in the city of Nashville, desirous to forward the aforesaid ends, have agreed to form ourselves into a society, and for our government adopt the following constitution:

ARTICLE I.—*Organization.*

SECTION 1. This society shall be called the "Nashville Typographical Society."

SEC. 2. This society shall have for its objects the various purposes stated in the preamble and constitution.

SEC. 3. The society shall hold its regular meetings on the first Saturday in each month, and seven paying members shall constitute a quorum to transact any business confided by this constitution.

ARTICLE II.—*Of the officers.*

SECTION 1. The officers of the society shall be a president, vice-president, secretary, treasurer, and five directors, to be elected annually at the regular meeting in April, by ballot.

SEC. 2. The newly elected officers shall not enter upon the duties of their offices until the adjournment of the meeting at which they have been elected; and before taking their seats, shall individually or collectively, as the case may be, make the following pledge, administered by the president.

"You, A B, do hereby pledge your honor that you will endeavor, to the best of your ability, to discharge the various duties incumbent on you, (or each of you, as the case may be) by the constitution and by-laws of this society; and that you will act impartially in all things pertaining to your duties whilst officers of this society."

ARTICLE III.—*Of the president.*

SECTION 1. The president shall preside over the deliberations of the society, but shall not, whilst in the chair, enter into debate, or give his opinion on any question except such as relates to order; but may at any time leave the chair for that purpose, and appoint a member to fill the same, *Provided*, He does not speak more than twice on the same question.

SEC. 2. The president shall not vote on any question, except in case of a tie, when he shall have the casting vote; but in elections, he shall have his vote as a member *only*.

SEC. 3. The president shall have power to nominate all committees, but the nomination shall be confirmed by a vote of the society.

SEC. 4. The president shall have power to inflict fines for unnecessary absence, misbehavior, or neglect of duty, not exceeding \$1 for any single offense; but any member may appeal to the society for a release of fines, *Provided*, His appeal have a second.

SEC. 5. The president may call special meetings when he and the board of directors shall deem it necessary.

ARTICLE IV.—*Of the vice-president.*

SECTION 1. In the event of the death, absence or disability of the president, the vice-president shall act as president.

SEC. 2. In the event of the death, absence or disability of both president and vice-president, the society shall fill the vacancy by a pro tempore appointment.

ARTICLE V.—*Of the secretary.*

SECTION 1. It shall be the duty of the secretary to keep a true and legible record of the proceedings of each meeting in a well-bound book kept for that purpose.

SEC. 2. The secretary shall act as collector, and all moneys received by him for the society, shall be paid over to the treasurer forthwith, taking a receipt for the same in a book kept by him for that purpose.

SEC. 3. It shall be his duty to notify members of the society of all special meetings; also, newly elected members of their election.

SEC. 4. He shall keep a box or trunk, in which all papers belonging to the society shall be deposited by him, and safely kept under lock.

SEC. 5. In consideration of the ordinary duties of his office, the secretary shall be exempt from the payment of his monthly installments.

SEC. 6. In case of the absence of the secretary, his place shall be filled by a pro tempore appointment, and the person so appointed shall be exempt from the payment of his monthly dues for the meeting he may act as secretary.

ARTICLE VI.—*Of the treasurer.*

SECTION 1. It shall be the duty of the treasurer to receive all moneys collected by the secretary for the use of the society, and receipt to him for the same.

SEC. 2. He shall keep a true and correct account of all moneys received by him, and of all expenditures.

SEC. 3. He shall make no disbursement unless by an order of the society, which order shall be signed by the president and countersigned by the secretary.

SEC. 4. The treasurer shall make a report of the state of the finances to the society at the regular meetings in July, October and January, and at the April meeting he shall make his report in conjunction with the secretary and board of directors, for which purpose, they shall have free access to the books of the secretary and treasurer, as well as all other papers belonging to the society.

SEC. 5. The treasurer shall be required to give bond and security to the president, when the sum in the treasury shall amount to \$100.

ARTICLE VII.—*Of the directors.*

SECTION 1. The board of directors shall, within ten days after their election, meet and choose one of their number to act as chairman, who shall also act as secretary of the board.

SEC. 2. They shall inquire into the claims of applicants for relief, and recommend relief to indigent printers or their families, in such cases as in their judgment they may deem proper; and also have a general supervision of the interests and concerns of the society.

SEC. 3. The board of directors shall act as a standing, corresponding and publishing committee, to transact such business as the society may from time to time direct.

SEC. 4. In case of the death of a member of the society, the board shall have the superintendence of the funeral. They shall likewise make strict inquiry into the circumstances of the deceased, and if they deem it necessary, shall recommend a sum not exceeding \$30, to defray the expenses of the funeral.

SEC. 5. The board shall inform all journeymen printers on their arrival in this city, of the existence of this society, and furnish each individual with a copy of its constitution.

SEC. 6. The chairman of the board shall have power to assess a fine of 50 cents for nonattendance at their regular monthly meetings, when a satisfactory excuse is not given, which fine shall be reported to the secretary and charged on his book.

SEC. 7. Any member of the board who shall neglect to attend their regular monthly meetings for three months successively, shall be reported to the society by the chairman of the board, and if said member can not give a satisfactory excuse for such neglect of duty, he shall be deprived of his office, and the society shall go into an election to fill the vacancy.

SEC. 8. The chairman and two other directors shall have power to transact any business intrusted to the board by this constitution. In the absence of the chairman, a pro tempore appointment shall be made to fill the vacancy.

SEC. 9. The board shall meet regularly on the last Saturday in each month, for the transaction of business that may be laid before them.

ARTICLE VIII.—*Of the chapel.*

SECTION 1. There shall be a chapel in each office where there are three members of the society, (exclusive of the foreman.)

SEC. 2. The chapel shall choose one of the members to preside who shall be called the father of the chapel.

SEC. 3. The chapel shall have the supervision of all disputes betwixt journeymen, and such other business as concerns their office alone, and which can not be brought immediately before the society.

SEC. 4. Journeymen belonging to this society shall be under the regulation of their respective chapels, and each chapel shall have power to enforce the payment of all dues to the society.

SEC. 5. In case any journeyman employed in this city, should neglect or refuse to present his name to the society for membership, it shall be the duty of the chapel to refuse to work with him.

SEC. 6. Any member of the society who may be dissatisfied with the decision of a chapel, will have the right to an appeal to the society, *Provided*, Said member is not in arrears.

SEC. 7. Any decision made by one chapel shall be considered binding on the others, unless disapproved of by the society.

SEC. 8. All business done by chapels shall be in private.

ARTICLE IX.—*Qualifications.*

SECTION 1. No member shall be eligible to any office in this society who is in arrears to the society, at the time of election, the sum of \$1 or upward, or who has not been a member at least six months.

SEC. 2. The qualifications for membership shall be a good character, industrious habits, and a good practical knowledge of the art of letterpress printing.

SEC. 3. No person shall be admitted to membership in this society who is known to be a runaway apprentice, or has not served his apprenticeship.

SEC. 4. Any person wishing to become a member of this society, must make the same known in writing to the chairman of the board of directors, whose duty it shall be to lay the same before the board at their next monthly meeting, and if the board shall deem the applicant worthy of membership, the president shall present his name to the society, and if it be found that three-fourths of the voting members present are in favor of his admission, he shall be declared duly elected.

SEC. 5. When any person is duly elected, he shall, before taking his seat, make the following promise:

"You, C D, do hereby pledge your honor, that you will conform to all the rules of this society, that you will not divulge any of the proceedings that are not intended to be made public; that you will endeavor to cultivate a friendly feeling among the members, so that being a member of this society, may give the highest assurance of the faithful discharge of all confidence and trust reposed in you."

ARTICLE X.—*Dues, fines, etc.*

SECTION 1. The initiation fee shall be \$2; the monthly dues 50 cents, to fall due on the day before the regular monthly meetings.

SEC. 2. Any member being absent at roll call without a sufficient excuse shall be fined 12½ cents, for absence the whole meeting, 50 cents, and for leaving the room whilst the society is in session, without permission of the president, not less than 12½ or more than 50 cents.

SEC. 3. Any person neglecting or refusing to pay moneys due the society for two months, shall be debarred all the privileges the society until all such dues are paid up; and if not paid up within four months, he shall be expelled, and shall not be again admitted unless he pays all dues and is elected as a new member.

SEC. 4. The society may, at any time, raise or lower the initiation fee or monthly installments by a vote of three-fourths of the voting members present.

ARTICLE XI.—*Life membership.*

SECTION 1. Any member who shall have resided in the city for twelve years, having paid up, regularly, all his dues and fines, shall have a right to membership during life, without further installments; and any member on admission, or at any time afterwards, paying into the treasury, the sum of \$25, shall, also, in like manner, be considered a member for life.

ARTICLE XII.—*Benefits.*

SECTION 1. The benefits and reliefs of this society shall be extended to its members or their families, and to all the deserving of the profession.

ARTICLE XIII.—*Certificate of membership.*

SECTION 1. Any member applying to the president, and stating his intentions to leave the city, or quit the business, shall be entitled to a certificate, signed by the president and countersigned by the secretary: *Provided*, He is not in debt to the society, and is not lying under any charge of misconduct before the society.

SEC. 2. On said member leaving and returning at any distant period, he shall be received as a regular member without the payment of installments for the time of his absence: *Provided*, He deliver his certificate to the president by the first regular meeting after his return to the city; but if he should neglect or refuse to comply with the above, he must be admitted in the same manner as though he had never been a member.

ARTICLE XIV.—*Miscellaneous.*

SECTION 1. The anniversary of the society shall be celebrated by such suitable arrangements as the society may think proper to make, and any member refusing to attend, without a reasonable excuse, shall be fined the sum of \$2, said fine to be charged to him on the secretary's book.

SEC. 2. Upon the death of any member of this society, the members shall fill the funeral train, and wear crape on the left arm for thirty days in honor of the deceased.

SEC. 3. This society shall, as far as practicable, cooperate with the "National Typographical Society," and endeavor to be represented at its annual meetings.

SEC. 4. The society may, at any time, make such rules and regulations as they may deem expedient, relative to the wages, and their deportment toward workmen who are employed under the regular wages.

SEC. 5. No person published by the society as a "rat," shall be released without the unanimous consent of the voting members present at a regular meeting.

SEC. 6. Any attempt by one member to injure another member's good standing, without sufficient cause, shall be punished at the discretion of the society. So also shall gross immorality, frequent and needless neglect of business to the serious injury of the employer, or the bringing the individual's own family to a state of want or suffering, or any other act which is evidently wrong, and calculated to injure or bring a stigma on this society or its members, shall be taken cognizance of, and every case of expulsion shall be made known to all societies in correspondence with this.

SEC. 7. A charge of the violation of the above section must be made in writing, with the name of the person making the charge, and the secretary shall notify the accused to appear at the next regular meeting, and should he neglect or refuse to appear for two successive meetings, the society shall proceed to try him, appointing a member to manage his case for him.

SEC. 8. The president shall act as judge, and the other members, with the exception of the accuser or accused, shall act as jurors, and any member may be used as a witness. The accuser shall first produce his evidence, having a right to cross-question the witnesses. The accused shall then proceed in the same manner in his defense. After all the evidence has been laid before the society, the vote shall then be taken by ayes and noes—guilty or not guilty—and two-thirds shall be required to convict. On conviction a majority may assess the penalty. All may vote except the accuser and accused.

SEC. 9. Any member who shall reproach another, or any of the family of a deceased member, with having received the benefits of this society, shall, for the first offense, be fined \$5, and for the second, expelled.

SEC. 10. Any member of this society, on becoming an employer, shall forfeit his membership.

Sec. 11. This constitution may be altered or amended in the following manner. The alteration or amendment shall be offered at one monthly meeting, and entered on the minutes, and shall lie on the table for further consideration until the next monthly meeting, when it may be adopted by three-fourths of the voting members present.

BY-LAWS.

1. All members shall address the chair standing, and in all cases where two or more shall rise, and a controversy or contention take place as to who shall have the floor, the president shall decide which member shall speak first, and the others standing shall take their seats or be subject to a fine.

2. The president shall have power to check any member addressing the chair, on any subject, who shall wander from the subject; he shall also order any member to take his seat who shall indulge in personalities.

3. Any member refusing to come to order when called upon to do so by the chair, or any member behaving disorderly or indecorously, shall be fined not less than 25 cents nor more than \$1, and not permitted to take any part in the proceedings until the same is paid.

4. No member shall be permitted to speak more than twice on the same subject, without permission from the chair.

5. No motion shall be in order until the question before the house is disposed of, except a motion to adjourn, which shall always be in order.

6. The minutes of each and every meeting of this society shall be signed by the president and secretary.

7. Whenever a member is constitutionally debarred the privileges of the society, he shall not be released until he makes a full settlement with the secretary.

8. Any member proposing a dissolution of this society shall be expelled.

9. Any member who may accept an appointment to serve on a committee, and does not attend to the duties of that appointment, if he can not give a satisfactory excuse, shall pay a fine of 50 cents, to be charged to him on the secretary's book.

10. Reports of committees and resolutions must be submitted in writing.

11. No member shall be entitled to a vote in this society, until after the payment of his initiation fee.

12. No question shall be reconsidered, except on motion of one of the majority.

13. No rule or by-law of this society shall be suspended for any purpose.

14. No amount shall be received from any member less than the full amount of his dues to the society.

15. The by-laws may be altered or amended at any stated meeting of the society, by a vote of three-fourths of the voting members present.

ORDER OF BUSINESS.

1. The president shall take the chair and call the meeting to order.

2. The secretary shall call the roll.

3. Read the minutes of the last meeting.

4. Assessment of fines.

5. Collection of fines, dues, etc.

6. Application for membership.

7. Initiation of officers and members.

8. Presentation of bills against the society.

9. Reports of committees.

10. Reports of officers.

11. Vacancies in committees and offices to be filled.

12. Unfinished business.

13. Business of the evening.

14. Discharge of members for absence, misconduct, etc.

15. Adjournment.

**APPENDIX A, NO. 7.—CONSTITUTION OF THE NEW ORLEANS
TYPOGRAPHICAL ASSOCIATION, AS REVISED AND ADOPTED
SEPTEMBER 14, 1839.**

PREAMBLE.—The printers of New Orleans, feeling the necessity of organization for the purpose of securing a fair, just, and uniform compensation for their labor, and to provide for such of their craftsmen as may be unable through ill health to support themselves, have associated together. They deem it clearly established by experience, that the interests and prosperity of the printing classes can only be sustained by the action of the whole, concentrated and united. By union only, can they accomplish the object of their association. Therefore, fully believing that the best interests of the trade will be promoted—the respectability of the profession advanced—the harmony of the whole secured by the establishment of an umpire for the settlement of disputes—we have formed ourselves into a body, to be styled the "New Orleans Typographical Association," and adopt the following constitution and by-laws for our government.

ARTICLE I.—Jurisdiction and government.

SECTION 1. The jurisdiction of this association shall embrace the city and parish of New Orleans and the city of Lafayette.

SEC. 2. The concerns of this association shall be managed by a president, vice-president, secretary, treasurer and six directors.

SEC. 3. The president, vice-president, secretary, treasurer and six directors, shall be elected by ballot on the second Saturdays of May and November and hold their respective offices for the term of six months, or until their successors shall have been chosen. A majority of votes shall constitute a choice.

ARTICLE II.—Duty of the officers.

SECTION 1. It shall be the duty of the president to attend all meetings of the association and of the board of directors; to preside at, and keep order therein; he shall be authorized to call extra or special meetings of the association or board of directors at any time he may think proper, or at the request of a majority of the directors, or ten members of the association.

SEC. 2. It shall be the duty of the vice-president to attend all meetings of the association and board of directors, assist in keeping order therein, and to preside in the absence of the president.

SEC. 3. It shall be the duty of the secretary to attend all meetings of the association and board of directors, and keep a true and faithful record of all the transactions therein; publish notices of stated and special meetings, in such form and manner as may be ordered by the board of directors; receive initiation fees and monthly dues, collect all fines, etc., and immediately upon the receipt of such moneys deposit the same with the treasurer, who shall receipt to him therefor. He shall likewise keep a book, in which each member's name shall be inserted in such manner as to show when he was admitted, the amount of dues he has paid, and when he withdrew, died or was expelled; which book shall be the register of the association; and he shall also keep such other book or books, as may be, from time to time, directed by the association. At the opening of each meeting, he shall read the minutes of the preceding and intervening meetings of the association and board of directors, and perform such other duties as may be compatible with his office. For the faithful performance of these services, he shall receive a salary not exceeding \$60 per annum, to be regulated by the board, and be exempted from the payment of monthly dues. In case of nonattendance at meetings, he shall, at the option of the association, be fined in a sum not exceeding \$3 for each delinquency, to be deducted from his annual salary.

SEC. 4. It shall be the duty of the treasurer to attend all meetings of the association; to receive all moneys collected by the secretary, and to receipt to him for the same; and to keep a true and faithful account of all the moneys received and expended. He shall not make any disbursements whatever, without a written order approved by a majority of the board of directors, and signed by the president, except in cases provided for by the head of relief. He shall render a detailed statement of all the financial affairs of the association to the board of directors, at their regular meetings on the 1st of May and November. Before

entering upon the duties of his office, he shall give an obligation or bond to the association, backed by such surety or sureties as may be approved of, thereby engaging to refund all the moneys and other property of the association, which may have been intrusted to his care, at the expiration of the time for which he was elected, or on his resignation or removal from office. The treasurer shall deposit all moneys in his possession over \$50, and shall exhibit the certificate of deposit to the board of directors, at their monthly meeting.

SEC. 5. The board of directors shall meet on the first Saturday of each month, and shall have power to make their own by-laws, provided they do not militate against the spirit of the constitution, or such regulations as may be made from time to time by the association. It shall be the duty of the directors to audit and settle the accounts of the treasurer, secretary and committee of relief. All appropriations of the funds, except in cases provided for under the head of relief, shall be made through the treasurer, and an order to that effect, approved by a majority of the board and signed by the president, shall be considered a sufficient warrant therefor. They shall render to the association, at its regular meetings in May and November, a true and faithful account of all the affairs of the association. They shall likewise receive all applications for membership, and report on the eligibility of candidates for admission. Any member of the board of directors, who may fail to attend, shall be fined 50 cents for each neglect.

ARTICLE III.—*Of elections.*

SECTION 1. A general election for officers of the association shall be held on the second Saturdays of May and November in each year, of which previous public notice shall be given by the secretary.

SEC. 2. The secretary and two members, to be named by the chair, shall officiate as inspectors or judges, at each election; and it shall be their duty to see that no member votes more than once, and to exclude from voting all such members as are in arrears for dues or fines. Immediately upon the closing of the polls, they shall canvass the tickets that have been received, make out a correct report in writing of the number of votes given for each person, and deliver it to the presiding officer, who shall thereupon declare the result of the election.

SEC. 3. Immediately after the election, the respective officers, previous to taking their seats, shall subscribe to the following declaration, which shall be administered by the presiding officer: "Do you solemnly declare that you will, to the best of your ability, execute the office of ———? That you will support the constitution of this association, and all by-laws founded thereon? And that you will act in this capacity, for the general benefit of the members thereof, when opportunity offers or occasion requires it?"

SEC. 4. Any person who is in arrearage for dues or fines, shall not be eligible for election to any of the offices before mentioned.

ARTICLE IV.—*Election and initiation.*

SECTION 1. Application for admission into this association, must be made to the board of directors, either personally or through a member of this association. The applicant must deposit in the hands of one of the members of the board of directors, the sum of \$5; upon which the board of directors shall take his request into consideration; and if it shall satisfactorily appear that he is a regular journeyman printer, of the age of 21 years, and not working for less than the prices established by this association, the result of such inquiries shall be reported at the next regular meeting of the association.

SEC. 2. A person favorably reported to the association, shall be balloted for, and the votes of three-fourths of the members present shall entitle him to admission; when, having signed the constitution, he shall be entitled to a copy of it, and a blank certificate of membership, which blank certificate may be filled at the end of three months from the time of his admission, or at the discretion of the board of directors.

SEC. 3. Candidates who do not come forward within two months after being notified of their election, shall forfeit their deposit money, unless a satisfactory excuse for the delay be rendered. Should a candidate be rejected, his deposit money shall be returned.

SEC. 4. Every newly elected member shall be introduced by the individual who proposed him to the board of directors, or such other member as may be designated by the presiding officer; who shall address him as follows: "Sir,

I have the pleasure of informing you that you have been elected a member of the New Orleans Typographical Association. Before your name is added to the list, it is my duty to ask, Do you understand the objects of this association? Will you, either as a journeyman or foreman, support the constitution and scale of prices of this association, and all by-laws founded thereon? Will you attend all meetings of this association, and embrace every proper occasion to promote its reputation and enhance its prosperity? Where your influence is desired by individuals of the profession, and their claims as workmen are equal, will you always give the preference to members of the association, and also pledge yourself not to divulge any of the proceedings of the association? [If his answer be in the affirmative, the president will reply as follows:] "As your answers are satisfactory, and trusting that you will ever bear in mind the principles upon which this association is founded, I will now tender you the right hand of fellowship. As an earnest of the sincerity of the declaration you have just made, you will now sign this constitution, which defines your rights and duties."

Sec. 5. Any member of this association who shall establish the printing business on his own account, will forfeit his title to membership;—but in the event of his again becoming a journeyman, he shall be entitled to all his former rights and privileges.

ARTICLE V.—Of monthly dues.

SECTION 1. Each member of the association, with the exception of the secretary, shall pay into the treasury the sum of 50 cents per month.

ARTICLE VI.—Of the funds.

SECTION 1. The funds shall not be appropriated to any other purpose than to defray the expenses of the association, and the pecuniary relief of its members.

Sec. 2. Any member who may be thrown out of employment in consequence of not obtaining the price for his labor in accordance with the scale of prices, shall be entitled to a weekly allowance of \$5; and the board of directors shall determine the right of applicants to the per-week allowance, specified in this section. If it shall satisfactorily appear that he makes no effort to obtain another situation, or refuses honorable employment when offered him, and continues to draw on the treasury, his weekly allowance shall be immediately discontinued, and his claim on the funds be suspended for the term of six months.

Sec. 3. No member shall be entitled to the weekly allowance specified, who may be in arrears for dues or fines.

Sec. 4. Any sum that may be earned by a member during the week that he receives pecuniary relief, shall be deducted from his weekly allowance.

ARTICLE VII.—Of the chapel.

SECTION 1. In each printing office, within the jurisdiction of this association, wherein members of it are employed, there shall be established a chapel, and an experienced journeyman from among them chosen to preside thereat, who shall be constituted and known in his official capacity as father of the chapel. To this chapel shall be referred for settlement any difference that may arise between the employer and the employed, or between the journeymen, and the disagreement shall be adjudged by the chapel; but in case either party should feel itself aggrieved after the matter in dispute has been canvassed and decided by the chapel, it shall be the duty of the father to lay the case before the association, whose decision shall be final.

Sec. 2. The father of the chapel shall be elected by a majority, and continue in office for three months.

Sec. 3. No chapel shall be formed in any printing office in which there are less than three members of the association employed.

ARTICLE VIII.—Of impeachment and trial.

SECTION 1. Any breach of the constitution, by-laws, or scale of prices of this association, shall constitute just ground for impeachment, admonition, fine or expulsion of any of its officers or members.

Sec. 2. Impeachment and trial of members shall supersede all other business before the association, unless otherwise directed by a vote of two-thirds of the members present.

SEC. 3. Any member shall be competent to impeach another member, on either of the following specifications: 1. Of any violation of the constitution, by-laws, or scale of prices. 2. Of conduct calculated to bring into contempt or derision the association as a body.

SEC. 4. All charges and specifications shall be reduced to writing, notice thereof given at a general meeting, and a copy or copies thereof served on the member or members against whom they are made, by the secretary or other authorized officer of the association, at least one week previous to its regular or monthly meeting.

SEC. 5. No member shall be twice arraigned upon the same charges and specifications. A majority of votes, exclusive of the party implicated, shall, in all cases, determine the innocence or delinquency of the accused.

ARTICLE IX.—*Of relief of members.*

SECTION 1. Any member who may become sick, or otherwise incapacitated from pursuing his business, shall be entitled to the sum of \$8 weekly.

SEC. 2. In the event of death of any member of this association, the sum of \$80 shall be drawn from the treasury, to defray his funeral expenses.

SEC. 3. It shall be the duty of the president, at the first meeting of the board of directors, after their election, to divide said board into three committees, to act as committees of relief. The committees shall serve alternately for the period of two months.

SEC. 4. It shall be the duty of the committee of relief to visit the members who may be unable to attend to their business through ill health, so soon as such inability may come to their knowledge, and ascertain if they need the assistance of the association; if so, the committee shall visit such members at least once a week during their illness, and pay to them the sum allowed by the constitution, and take receipts therefor, in a book provided for that purpose.

SEC. 5. It shall be the duty of the committee of relief to make a detailed statement of the moneys expended, to whom paid, etc., at the expiration of their term of office; which report shall be incorporated with the proceedings of the board.

SEC. 6. No member shall be entitled to the benefits of the preceding provisions, who may be in arrearage for dues or fines.

SEC. 7. Any member who may feign illness, for the purpose of receiving the benefits of the foregoing provisions, shall be expelled, on proof thereof.

SEC. 8. Any member who may speak in derision of another, for receiving the assistance of the association, shall be reprimanded for the first offense, and expelled for the second.

SEC. 9. The committee of relief shall make a statement of the moneys wanted for carrying out the foregoing provisions, from time to time, as found necessary, to the secretary, who shall examine the same, and certify to its correctness—upon which certificate, the president shall draw on the treasurer for the amount.

SEC. 10. The treasurer shall pay the drafts of the president for all purposes coming under the head of relief, without the intervention of the board; and such order shall be deemed a sufficient voucher for such payments.

SEC. 11. The secretary shall assess on each member the sum of fifty cents extra, on the meeting next succeeding, that on which appropriations are made to inter members.

ARTICLE X.—*Time of meetings.*

SECTION 1. A general meeting of this association shall be held on the second Saturday of every month, for the purpose of hearing the proceedings of the board of directors, collecting dues, and transacting such other business as may come before it.

SEC. 2. At all the meetings of the association, eleven shall be a quorum to proceed to business.

ARTICLE XI.—*Of the scale of prices.*

SECTION 1. The scale of prices appended to this constitution, shall, in all cases, be considered as a part thereof; and no member of this association shall, on any pretext whatever work, either directly or indirectly, for prices less than those specified therein.

ARTICLE XII.—*Of apprentices.*

SECTION 1. No member of this association shall work on any English daily morning paper, on which any apprentices may be employed. [This article is not considered applicable to any apprentice now in such offices.]

SEC. 2. No member of this association shall work on any English paper, or in any book or job office, where any apprentice is employed, who may not be bound for a term of not less than four years during minority.—[This clause is not to apply to any existing contracts.]

SEC. 3. In order to find proprietors of evening papers and job offices an opportunity to test the capacity of boys intended for apprentices, the latter shall be allowed a novitiate of two months.

ARTICLE XIII.—*General provisions.*

1. No additions, alterations, or amendments shall be made to this constitution, or scale of prices thereto appended, unless one month's notice shall have been given of such intention at a general meeting of the association, and three-fourths of the members present concur therein.

2. No French journeyman, (not a member) within the jurisdiction of this association, shall be amenable to its rules or regulations, except he interfere with the English compositors or pressmen.

BY-LAWS.

1. The hours of meeting of this association shall be as follows: From the 10th of March to the 10th of October, at 8 o'clock in the evening, and from the 10th of October to the 10th of March, at 7 o'clock. The board of directors to meet on the Saturday evening preceding the meetings of the association.

2. No member shall speak more than twice on the same subject, except by leave of the association. The speaker shall in all cases address himself to the presiding officer. He shall not be interrupted while speaking, unless by the presiding officer, when he shall think proper to call him to order, or to admonish him to a closer adherence to his subject.

3. When two or more members rise at once, the presiding officer shall decide who is to speak first.

4. All resolutions and amendments shall be presented in writing. When a question, resolution or motion, is under debate, no other motion shall be admitted by the president, unless to postpone the further consideration thereof, to divide the question, to amend or to adjourn; and no amendment shall be admitted that shall appear to the president to destroy the spirit or principle of the resolution or motion under consideration.

5. Questions of order shall be decided by the president; but in case of appeal from his decision, the association shall determine by vote, without debate.

6. A motion to reconsider any former resolution or vote, can only be made by a member who voted in the majority.

7. Any officer or member of this association who shall fail of attending a special or regular meeting, without sending or rendering, at the next meeting, a satisfactory excuse for such neglect, shall be subject to, and pay a fine of 50 cents.

8. Any person who may be in arrears for dues and fines, shall not be entitled to vote on any question coming before the association. Any member of this association who may be in arrears for dues and fines one year, shall be expelled.

9. No member shall leave the room during the meeting of the association, without leave of absence from the presiding officer, under the penalty of 25 cents.

10. In case any director or other officer shall refuse or neglect to take his seat at the board for two successive meetings, his seat shall be considered as vacated, unless he shall give a satisfactory excuse therefor.

11. The secretary shall furnish the chairman of every committee with a list of the names of the respective members; and any member of a committee, who shall neglect to attend to the duty assigned him, he having been notified by the chairman, shall forfeit and pay the sum of \$1, unless he can render sufficient reason to the association for such neglect.

12. The secretary shall make out the account of each member, and present the same for payment at the end of each quarter.

13. It shall be the duty of the secretary to make out lists of members who may be in arrears for six months, (whose bills have been regularly presented,)

and furnish the same to the several fathers of chapels, who are directed to have the same affixed in some public part of the office.

14. It shall be the duty of members of this association to inform strangers, who may come into offices where they are employed, of the established prices, and also of the existence of the association, and the necessity of their becoming members.

15. In no case shall a member of this association be allowed to work with a free man of color, either as compositor or pressmen.

16. No member of this association shall reveal any part of its proceedings, under penalty of impeachment and expulsion.

17. Members leaving the city shall not be charged with dues or fines during their absence, provided they notify the secretary of the same. For neglect of such notification, they shall be fined \$2.

RULES OF ORDER.

1. At the time appointed, the president shall call the meeting to order, and request the secretary to call the roll and collect the monthly dues and fines.

2. The minutes of the preceding meetings of the association and the board of directors shall be read by the secretary.

3. Business remaining over from former meetings shall be acted on, or further postponed.

4. Candidates shall be balloted for.

5. Reports of committees shall be read and considered.

6. Communications shall be read and new motions received.

7. The secretary shall report the amount of money received, as also the names of those who have not paid the full amount of their dues and fines.

APPENDIX A, NO. 8.—CONSTITUTION OF PHILADELPHIA TYPOGRAPHICAL UNION, ADOPTED AUGUST 10, 1850.

ARTICLE I.—*Title and acts.*

SECTION. 1. This institution shall be known by the name of "The Journeymen Printers' Union, of Philadelphia."

SEC. 2. All acts shall be in the name of "The Journeymen Printers' Union, of Philadelphia," and shall be signed by the president and secretary for the time being.

ARTICLE II.—*Manner of voting.*

SECTION 1. On all questions or motions, except the election of officers, and the election and expulsion of members, the members shall vote viva voce.

SEC. 2. In the election of officers, and in the election or expulsion of members, the members shall invariably vote by ballot.

SEC. 3. All questions or resolutions in reference to prices shall be debated and adopted in committee of the whole.

ARTICLE III.—*Membership.*

SECTION 1. An indispensable qualification of all persons admitted members of this union, shall be a practical knowledge of the art of letterpress printing.

SEC. 2. All applications for membership in this union, shall be presented by members, at the stated meetings, at which time the pretensions of the applicant shall be distinctly made known; and, if a majority of the voters agree to the admission of the applicant, he shall be declared to be duly elected. But any person elected to membership, who shall neglect to sign the constitution for one month after his election, (provided notice in writing be given him,) shall be considered to have forfeited his right to admission, unless he shall show satisfactory cause for such neglect.

SEC. 3. All candidates for initiation shall be waited upon outside of the door of the place of meeting of the union, by the vice-president, or such other member as shall, for the time being, fill his place, who shall inform such candidate that there is nothing in the constitution of the union conflicting with his religious or political principles, be they what they may; and, should he be satisfied to proceed, shall read to him the following pledge, and if he should consent to take the same in the presence of the assembled members of the

union, he shall be introduced to the president, and requested to raise his right hand whilst repeating these words:—"I, (repeating his own name) hereby solemnly and sincerely pledge my honor as a man, that I will not reveal any business, or proceedings of any meeting of this union; and that I will, without equivocation or evasion, and to the best of my ability, so long as I shall remain a member thereof, abide by the constitution and by-laws, and the particular scale of prices of work acknowledged and adopted by it; and that I will, at all times, by every honorable means within my power, procure employment for members of this union, in preference to persons not connected therewith."

SEC. 4. Members-elect, on signing the constitution, shall pay to the financial secretary the sum of \$1, (which may at any time hereafter be increased to a sum not exceeding \$2,) together with the further sum of 25 cents in each and every month thereafter.

SEC. 5. Should any member neglect to pay his dues and fines for three successive months, or refuse to make payment when requested by the financial secretary, he shall not be entitled to receive the quarterly password; and should any member be six months in arrears in said payments, it shall be the duty of the financial secretary to notify him of the same, and of the penalty attached to further neglect; which penalty shall be set forth in the by-laws: *Provided*, That no penalty shall attach when sickness is the cause of the delinquency.

SEC. 6. Absence from the city shall in no case exonerate a member from dues during such absence; but any member may draw his certificate of absence, by paying all dues and fines standing against him; and, upon again presenting his certificate, shall be reinstated in the union: *Provided*, He shall have been guilty of no acts in violation of the constitution and by-laws of the union during his absence.

SEC. 7. A majority of the members present shall decide whether charges alleged against a member are of such a nature as to be cognizable by the rules of the union.

SEC. 8. All accusations against the character of a member must be made in writing, and referred to a committee of five, who shall examine into the same, and recommend to the union what order shall be taken upon them.

ARTICLE IV.—*Officers.*

SECTION 1. The officers of the union shall consist of a president, vice-president, recording secretary, financial secretary, treasurer, business committee, (consisting of 15 members) and a doorkeeper.

SEC. 2. It shall be the duty of the president to preside at all meetings, and preserve order therein, draw all orders on the treasurer authorized by the union, and transact such other business as may appertain to his office.

SEC. 3. It shall be the duty of the vice-president to perform all the duties appertaining to the office of the president, in case of his absence, resignation or death.

SEC. 4. The recording secretary shall attend all meetings of the union, and keep correct and plain minutes of the proceedings; notify all persons elected members, and also all persons elected to office, not present at the time of election, and transact such other business as the union may, from time to time, assign him. For the performance of these duties he shall be allowed the sum of \$1 for each meeting.

SEC. 5. The financial secretary shall attend all meetings of the union, and shall keep accurate accounts of all dues and fines, and shall collect them. And all moneys he may collect shall be immediately paid to the treasurer, in the presence of the presiding officer. He shall also keep a list of those members who shall be more than three months in arrears, and may hand their names to the presiding officer. He shall notify all members who may be six months in arrears, and of the penalty attached to further neglect. He shall furnish to any member who may desire it (provided said member shall first pay all arrearages against him) a certificate of absence, certifying he is in good standing in the union. He shall also perform such other duties pertaining to the financial business as the union may from time to time direct. For the performance of these duties he shall be entitled to the sum of \$1 for each meeting: *Provided*, That it shall be the duty of both the recording secretary and the financial secretary to deliver over, within seven days after the expiration of their terms of office, resignation or removal, all books, papers, or other property belonging to the union.

SEC. 6. It shall be the duty of the treasurer to receive all sums of money in behalf of the union from the financial secretary, and give his receipt therefor. He shall keep true and accurate accounts of all the money received and expended on behalf of the union. He shall make no disbursements without a warrant from the president, attested by the financial and recording secretaries. He shall also give such security for the safe-keeping of all moneys belonging to the union as the business committee shall deem necessary. He shall also, within seven days after the expiration of his term of office, or in the event of his resignation or removal, deliver over to his successor all moneys or property in his possession belonging to the union.

SEC. 7. It shall be the duty of the business committee to attend to the general correspondence of the union. They shall receive reports from all committees connected with the state of the trade in this city and county, and elsewhere, and all statistics in connection therewith, and perform such other business as the union may from time to time direct. They shall make reports to the union at every meeting.

SEC. 8. It shall be the duty of the doorkeeper to attend at the door, and he shall admit no member without the password. He shall announce the name of any member at the door without the password to the president, who shall admit him and give him the password: *Provided*, He shall be in good standing in the union.

ARTICLE V.—*Elections.*

SECTION 1. The election for all officers of this union shall be held, annually, on the second Saturday in August.

SEC. 2. The judges of the election (to consist of two) shall be appointed by the president on the evening of the election, which election shall be held by general ticket. They shall announce the result of the election to the president, who shall declare to the union the names of the successful candidates.

SEC. 3. Should a vacancy occur among the officers of the union, (not otherwise provided for) the presiding officer shall give notice of the fact, and an election shall be immediately held to supply the vacancy for the remainder of the term.

ARTICLE VI.—*The funds.*

The funds of the union shall be applied to defraying the necessary expenses, and for such other purposes as may be provided for in the by-laws.

ARTICLE VII.—*Meetings.*

SECTION 1. The stated meetings of the union shall be held on the second Saturday in each month.

SEC. 2. In the recess a special meeting of the union may be called by the application of a majority of the business committee to the president, in writing, when he shall direct the recording secretary to give public notice calling the union together.

SEC. 3. Eleven members shall constitute a quorum.

ARTICLE VIII.—*Disputes.*

Should difference or disputes occur between the employer and employed, or between the journeymen in an office, in which members of this union are employed, (relative to any matter within the jurisdiction of this union,) it shall be the duty of such members to adjudge, if possible, the matter in dispute; and in case either party shall feel aggrieved, the difference may be brought before the union, whose decision shall be final.

ARTICLE IX.—*Amendments, dissolution, and by-laws.*

SECTION 1. No alteration or amendment shall be made to this constitution, without the concurrence of two-thirds of the members present at a stated meeting; and the proposed alteration or amendment, which must be in writing, shall be read by the president at two successive meetings before final action shall be had thereon.

SEC. 2. No resolution or motion, tending to dissolve the union, shall be in order, while eleven members require its continuance.

SEC. 3. In addition to the constitution, the union shall make all necessary by-laws and rules of order: *Provided*, They contain nothing inconsistent with the constitution: *And provided also*, That no fine or other penalties imposed by the constitution and by-laws shall, in any case, be remitted, excepting only that of expulsion, which may be commuted by the votes of a majority present to a fine of not less than \$3, nor more than \$5.

ARTICLE X.—*Password and pledge.*

SECTION 1. The president shall, at the end of every quarter, change the password, which he shall give to every member who may be in good standing in the union, separately and in a whisper to each; and no member shall make use of the password for other purpose than to enter the union.

SEC. 2. Should the printers of any or every other city in the Union form themselves into similar unions, and desire to connect with this union, it shall be the duty of the president to establish such connection; and he shall, provided the majority present assent, establish a traveling password, which shall be legal for one year, and grant traveling certificates to members, certifying that the holder is in good standing in the union, and recommending him to the kindness and protection of all unions with which this union may connect.

SEC. 3. Should a convention or congress of delegates from the different trades or bodies of workmen in this city and county, or elsewhere, be at any time held, it shall be the duty of the union to elect two or more delegates for the purpose of representing this union.

ARTICLE XI.—*Honorary members.*

SECTION 1. Any person of a good moral character, who may have learned the art and mystery of printing, may be proposed for honorary membership, if at the time of such proposition, he shall be out of the business, and known as a friend to the principles of this union; and if elected by a majority of the members present, he shall receive from the president such certificate of the fact, as may be provided for the purpose.

SEC. 2. Honorary members shall be admitted to all the meetings of the union, and enjoy the same privileges as members, with the exception of the right to vote or hold office, and the title to benefits.

BY-LAWS.

ARTICLE I.—*Meetings.*

The hour of meeting shall be, from the 1st of October to the 1st of April, at 7.30 o'clock; from the 1st of April to the 1st of October, at 8 o'clock.

ARTICLE II.—*Installation of officers.*

SECTION 1. All officers-elect shall be installed on the first stated meeting after the election; and it shall be the duty of the president to install all newly elected officers.

SEC. 2. All newly elected officers, upon being requested to do so by the presiding officer, shall range themselves in front of his desk, and subscribe to the following pledge, which he shall dictate to them:—"I do hereby pledge myself to faithfully perform the duties of the office to which I am elected, to the best of my ability, and for the benefit and honor of the union."

ARTICLE III.—*Committees—How and when appointed, duties, etc.*

SECTION. 1. The president shall appoint all special committees, and fill all vacancies, unless otherwise provided for.

SEC. 2. The business committee shall, in addition to the duties prescribed in the constitution, perform the following:—They shall keep accurate accounts of the number of men and boys employed in each office in the city and incorporated districts, as well as of any suspicious circumstances in connection therewith, which may be reported by the chairman of any office; they shall also have charge of all correspondence of the union, and keep, as nearly as possible, a correct account of the state of the trade in other cities with which we may connect; they shall also, whenever they deem the interest of the craft demands it,

call special meetings of the union. It shall also be their duty to recommend to the union any course of action which, in the performance of their duties, they believe to be beneficial to the union and craft in general. For the better performance of these duties, the chairman may, at his option, divide the committee into subcommittees, each to consist of at least two, for the management of particular branches of the business.

SEC. 3. The business committee shall elect from their number three auditors, for the purpose of auditing and settling the accounts of the financial secretary and treasurer, who shall make report thereof in writing quarterly, to the business committee.

SEC. 4. The business committee shall be constituted as follows:—Five members from hands on daily papers, and ten from those in book and job offices and on weekly papers respectively; and it shall be the duty of the judges of the election to select from the list voted for, the five hands on daily papers having the highest number of votes, and the remaining ten from the book and job offices and weekly papers respectively, having the highest number of votes, who shall be declared duly elected: *Provided*, No two of said committee shall be elected from one office.

SEC. 5. All special committees shall report in writing at the next stated meeting, unless otherwise ordered.

SEC. 6. No member shall be appointed on a special committee, unless present at the time of appointment; nor shall any member be compelled to serve two successive terms on any one committee.

ARTICLE IV.—*Reliefs, etc.*

SECTION 1. When the hands in any office shall be called upon to quit work in vindication of their just rights, as prescribed in the scale of prices adopted by this union, each housekeeper and married man shall be entitled to receive \$5 per week, and each single man, not a housekeeper, \$3, until he obtain employment: *Provided*, That no hand or body of hands shall so quit work without the sanction of the chairman of the business committee; but should he not deem the matter of sufficient importance to warrant him in sanctioning the strike, he shall, if requested to do so by the parties interested, call a special meeting of the union, when the decision of a majority present shall be final: *Provided, also*, That this section shall not go into effect until the present difficulty with the employers be settled.

SEC. 2. If any member on a strike shall refuse employment when offered to him, he shall forfeit all claim upon the union for the weekly allowance: *Provided*, That if such member do not earn by such employment a sum equivalent to that provided for in the preceding section, the balance shall be made up to him by the union; his bills and receipts being considered sufficient vouchers of the amount he earns by such employment.

SEC. 3. If any member shall be discovered attempting to impose upon this union, by making false returns of the amount he has earned while on a strike, he shall be debarred from further benefits for the period of six months, and shall be incompetent to fill any office, or take part in any debate in this union for one year.

SEC. 4. It shall be the duty of the president, when any hand or body of hands are legally on a strike, to keep a list of their names, and to draw weekly an order on the treasurer, attested by the recording and financial secretaries, in favor of each hand, for the sum which may be due him under these by-laws.

SEC. 5. Strangers arriving in the city shall be allowed to work, until the next stated meeting of the union, when they must become members. Should he or they neglect or refuse to join the union, it shall be the duty of the hands employed in the office to quit work, and insist upon his or their discharge.

SEC. 6. If any stranger, a member of our craft, shall not obtain employment within one week, and decides to leave, he shall be entitled to receive a sum not exceeding \$4, to defray his expenses out of the city; an order for which may be drawn by the president attested by the recording and financial secretaries, on the treasurer: *Provided*, The union from which he holds his certificate creates a similar provision in favor of members of this union.

ARTICLE V.—*Members, their duties, etc.*

SECTION 1. It shall be the duty of the hands employed in every office to appoint from their number a chairman, whose duty it shall be to report to the business committee, in writing, once a month, the condition of the office in which he may be chairman; the number of men and boys employed, and such other matters as he may deem of importance to the union. He shall also be the medium of communication between the hands and the employer, in all questions cognizable by the rules of this union. It shall also be his duty to announce to all strangers going to work in the office the necessity of becoming members of the union, as prescribed by section 5, Article IV, of these by-laws. He shall also keep a schedule in which members of this union who are unemployed may inscribe their names and residences, and, should any vacancy occur, he shall notify them of the same immediately. Should he neglect to perform any of these duties, he shall be fined in a sum not less than 25 cents, nor more than \$1, at the option of the union.

SEC. 2. If any member accept work in any office where the hands have stricken on any question involving the rules of this union, and shall refuse to quit work when ordered to do so by the chairman of the office, he shall be expelled from the union.

SEC. 3. In no case shall members of this union work in any office, after the 2d day of September, 1850, where hands are employed who refuse to join the union; and should any member do so, he shall be fined or expelled, at the option of the union.

SEC. 4. No member expelled from this union shall be readmitted for a sum less than \$3; and his monthly dues shall be charged to him from the time of his expulsion to his readmission, and he shall not be eligible to any office in this union for one year after his readmission.

SEC. 5. All journeymen printers residing in Philadelphia at the time of the formation of this union, who shall refuse to join on or before the 2d day of September, 1850, shall be charged \$2 initiation fee: *Provided*, That on application of any member of the craft, who is conscientiously opposed to the principle of secret association, and who may signify his disposition to adhere to our scale of prices, rules, etc., he shall, if the majority present consent, be deemed an honorary member of this union, and shall be entitled, should he desire it, to receive from the president a certificate, by paying such sum as may be directed by a vote of the union: *And provided further*, That persons admitted to membership under the first provision of this section, and who have been receiving the advanced rates, shall be willing, for the whole time thus employed to pay such percentage of the advance as may be decided upon by the union.

SEC. 6. Any member six months in arrears for dues and fines, who shall not pay such arrearages at the next stated meeting shall be suspended; and it shall be the duty of the hands employed with him to quit work, and insist upon his leaving the office or paying such arrearages: *Provided*, He shall be previously notified by the financial secretary, as provided in the constitution.

ARTICLE VI.—*Apprentices.*

SECTION 1. Any apprentice in the last year of his time, who may express a desire to become a member of this union, may do so by paying the initiation fee; but no monthly dues shall be exacted from him, nor shall he have the right to vote or take part in any debate until he attains his majority when he shall be considered a full member.

SEC. 2. No member of this union shall work in any office where the number of apprentices ranges over the following ratio:—Book and job offices shall be entitled to 2 apprentices; where more than 9 and less than 15 journeymen are permanently employed, 3 apprentices; where more than 15 and less than 20 journeymen are permanently employed, 4 apprentices; and in no case whatever shall more than 5 apprentices be allowed in any one office: *Provided*, That this section shall not apply to offices where a greater number of legal apprentices are employed at the time of the formation of this union.

SEC. 3. Should attempts be made to introduce apprentices into any office where the above ratio are already employed, it shall be the duty of the chairman of said office to report the fact to the business committee; and should they, after an investigation, be satisfied that the spirit of the preceding section has been violated, it shall be their duty to order the hands employed in such office to quit work and protest against the introduction of such apprentice or appren-

tices; and should such hands, or any one or more of them, refuse to quit work when so ordered by the business committee, he or they shall be fined or expelled at the option of the union.

SEC. 4. No member of this union shall work in any office where a boy shall leave his employer after he is 16 years of age, unless said employer shall die or decline business, or said boy shall be otherwise legally discharged.

SEC. 5. No member of this union shall work in any newspaper office where an apprentice or apprentices are employed.

ARTICLE VII.—*Two-thirds, etc.*

SECTION 1. Any individual working for less than the scale of prices of this union, who is not bound by indenture or by contract for a term of five years, shall be deemed a rat; and a list of such individuals, with a description of their persons, shall be kept by the business committee; and it shall be their duty to furnish any body of printers in other cities or towns, who may connect with us, a copy of the same, with a request to transcribe and retain it for reference.

ARTICLE VIII.—*Fines, etc.*

SECTION 1. Any officer absent at roll call shall be fined 12½ cents; if absent over half an hour 25 cents.

SEC. 2. Any officer having charge of books, who shall fail to have them in the meeting, at roll call, shall be fined 25 cents.

SEC. 3. Any member appointed on a committee, who shall refuse or neglect to perform, his duty shall be fined 25 cents for each neglect or refusal.

SEC. 4. The recording secretary shall be subject to a fine of 25 cents for neglecting to perform properly the duties of his office.

SEC. 5. The financial secretary shall be subject to the following fines; For neglecting to notify members when in arrears for dues or fines, each offense 12½ cents; for neglecting to make quarterly or other reports, 50 cents; for neglecting to perform such other duties as the constitution or union may require, for each offense 25 cents.

SEC. 6. The treasurer and auditors shall each be subject to the following fines; For neglecting to make quarterly or other reports, 50 cents each; for neglecting to perform such other duties as may be required of them by the union, 25 cents for each offense.

SEC. 7. Any member intoxicated, or making use of profane language in the meeting, or refusing to obey the president when called to order, or using disrespectful language toward the officers or members of the union, shall be subject to such fines as may be imposed by the union.

SEC. 8. Members neglecting to notify the financial secretary when they change their residences, shall be fined 12½ cents.

SEC. 9. Any member of the business committee, who shall neglect business or duties intrusted to him, shall be fined 25 cents for each offense.

ARTICLE IX.—*Miscellaneous.*

PROPOSITION FOR MEMBERSHIP:—Every member proposing a candidate for admission shall do so in writing, with his name and address; and, provided no objection be made, the candidate may be elected and introduced the same evening.

PAYMENT OF BILLS:—All bills against the union must be presented to a meeting before being paid, unless the bill contracted has been ordered by the union.

CHANGE OF RESIDENCE:—Members changing their residence, shall give notice to the financial secretary within one month.

DIVULGING PRIVATE BUSINESS:—Any member revealing business of this union ordered to be kept secret, shall be subject to such punishment as the union may direct. The doorkeeper shall receive \$1 per meeting for his services, and shall admit no one without the password, except by order of the president. Should any member be at the door without the password, he shall announce the fact, together with the name of the member, to the president.

ALTERATION OF BY-LAWS:—No proposition to alter, suspend, or annul these by-laws, shall be acted upon until it shall have been submitted, in writing, to a previous regular meeting of the union; nor then, without the concurrence of two-thirds of all the members present.

**APPENDIX A, NO. 9.—CONSTITUTION AND DOCUMENTS OF THE
FIRST NATIONAL CONVENTION OF PRINTERS, 1836.**

**CONSTITUTION OF THE NATIONAL TYPOGRAPHICAL ASSOCIATION,
OF NOVEMBER 11, 1836, AS AMENDED SEPTEMBER 5, 1837.^(*)**

Whereas experience has proved that the interests and prosperity of the typographical profession of the United States can not be maintained and promoted but by the united efforts of the whole body, nor its character and standing properly elevated by the feeble efforts of individual societies: And whereas it has become necessary for the welfare of the craft that a bond of friendship, feeling, and obligation, should exist amongst all societies throughout the Union: Having in view the accomplishment of these desirable results, and of meting out equal justice to our employers and ourselves, the several local societies at present organized, do agree to form themselves into a united society, to be denominated The National Typographical Association, and enact for their government the following constitution:

ARTICLE I.^(b)

SECTION 1. This association shall be known and called by the name of the "National Typographical Association," and shall be composed of such local associations as shall acknowledge this constitution and its accompanying by-laws.

SEC. 2. Each local society shall be entitled, for twenty contributing members or less, to one delegate to this association; over twenty and not exceeding forty, two delegates; above forty, three delegates; to be duly elected from the contributing members of said society: *Provided*, Nothing herein contained shall prevent any society from filling up their delegation by proxies, if said proxies be contributing members or members of some society attached to this association.

ARTICLE II.

A convention, consisting of delegates from the several local associations, shall be held annually—the convention in session having power to appoint the place of meeting of its successor.

ARTICLE III.

The convention shall have power to pass such general laws for the government of local societies as may not conflict with any regulations of said societies, so far as they exercise, or may hereafter exercise, the right to establish prices for the district of country over which they have jurisdiction.

ARTICLE IV.

SECTION 1. The officers of this association shall be a president, vice-president, recording and corresponding secretaries, and treasurer, who shall be elected annually, by ballot, and hold office until their successors shall be chosen. A

* This constitution was originally adopted at the Washington meeting of the National Typographical Society in 1836, but is given here as amended the following year, when the name was changed to National Typographical Association.

^b Below will be found noted the changes made from the constitution of 1836:

ARTICLE I, SECTION 1. This society shall be known and called by the name of "The National Typographical Society," and shall be composed of delegates from each regularly organized society in the United States.

Section 2 did not contain the proviso of that of 1837, but did contain after the words "contributing members of said society" this sentence: "The delegates thus elected shall have power to enact all general laws for the government of local societies," which is clearly inconsistent with Article II of 1836 and Article III of 1837.

Article X. The constitution of 1836 left the per cent blank and there was slightly different wording.

Article XI of constitution of 1836 is: "The first meeting of the National Society shall be in the city of New York, on the first Monday of September next; [1837] and thereafter at such time and place as the society shall annually determine."

Article XII of 1836 said "an engraved card, to be called the union card."

Section 2 of Article XII of 1837 does not appear in constitution of 1836.

Article XV of 1836 does not appear in that of 1837, and was as follows:

"So soon as any local society shall ratify this constitution, they may, immediately thereafter, elect a delegate or delegates, under the provision of the same, to meet, as is provided for in Article XI of this constitution, fully empowered to act on any of the propositions emanating from this convention for the consideration of local societies."

majority of the votes of all the members present, being necessary to constitute an election.

SEC. 2. The officers of this association shall constitute a board of control, for the adjustment of any difficulties which may arise during the recess of the convention, subject to the supervision of the said association at their next meeting.

SEC. 3. The board of control shall also have power to originate all correspondence necessary for the management and welfare of the profession. It shall be their duty also to hold correspondence with local societies, and such European societies as may desire to correspond with them. They shall solicit from said societies in Europe and America information of the condition of the trade; and lay before the association, at each annual meeting, a message, accompanied by all correspondence and documents which they may have received in their official capacity. They shall give a statement of the expenses incurred by them; also, such plans for the future management of this board as experience may suggest.

SEC. 4. The board shall have power to fill all vacancies that may occur in their body during the recess of the convention.

ARTICLE V.

SECTION 1. The president shall preside at all meetings of the convention, and preserve order therein—shall put all questions and announce the decision; he shall be entitled to vote upon all questions.

SEC. 2. The president shall sign all bills passed by the convention, and all drafts upon the treasury.

SEC. 3. In case of the absence of the president the vice-president shall preside.

ARTICLE VI.

SECTION 1. It shall be the duty of the recording secretary to keep correct minutes of the proceedings of the convention, file and preserve all papers intrusted to his care.

SEC. 2. He shall receive and pay over to the treasurer all moneys that may come into his hands for the use of the National Association, and take receipts from that officer for the same; also, attest all drafts upon the treasury.

ARTICLE VII.

It shall be the duty of the corresponding secretary to carry on all correspondence with European societies, and to answer calls for information from local societies in the United States. He shall preserve a correct copy of his correspondence, and lay the same before the association at its annual meetings.

ARTICLE VIII.

The treasurer shall receive all moneys from the recording secretary, and receipt to him for the same; pay all bills passed by the convention, signed by the president, and attested by the secretary; keep a true account of all moneys received and disbursed, and make a report at each annual meeting of the association. He shall, when legally directed by the president, immediately deliver over to his successor in office all moneys, books, etc. in his possession belonging to the association. He shall give such surety for the faithful performance of his duties as the convention may deem satisfactory.

ARTICLE IX.

Immediately after their election, the president, vice-president, secretaries, and treasurer shall assent to the following declaration:

"You, A B, do solemnly pledge your word and honor, in the presence of this convention, that you will, to the best of your ability, discharge the various duties incumbent on you as ——— of The National Typographical Association during your term of office."

ARTICLE X.

Each society, or association, shall annually pay into the treasury of this association, 25 per cent. on the whole amount received into their treasuries, for defraying the expenses of the attendance of their delegates, and other necessary expenditures; but should the amount in the treasury be insufficient, an additional tax shall be levied on the local societies, proportioned on each according to amounts last paid in.

ARTICLE XI.

A majority of the societies represented shall constitute a quorum for the transaction of business; no money to be appropriated but by a vote of two-thirds of the delegates in attendance.

ARTICLE XII.

SECTION 1. There shall be issued by the officers of the National Association, in blank form, (under the control of that body) to local societies, for the use of their members, a card, to be called the "union card," with suitable designs and inscriptions; and it shall be the duty of the local societies to issue one of these cards to every member in good standing, when about to leave the section of country over which they may have jurisdiction; and on the member's arriving under the jurisdiction of another society, and depositing his card with the president, or in his absence with any other officer, and receiving a certificate of such deposit, it must secure for him the confidence and good offices of that body; and, in case of his departure, in good standing, from said place, the proper officers of the society will give him another similar card, which shall be his passport with the next society. The card to be as follows:

"This is to certify that the bearer hereof, _____, is a member of the _____; and, at the time of issuing this card, is in good standing, and as such will receive the confidence, friendship, and good offices of all societies under the jurisdiction of the National Association.

"Given under our hands at _____, this _____ day of _____, 18—.

"_____, *Secretary*," "_____, *President*."

SEC. 2. It shall be the duty of every member of any association or society, on arriving in a place from another section of country, to wait on some one connected with the association, and show his card. And that it be further the duty of said member waited on, to introduce (as soon as practicable) the stranger among his craftsmen of the association, for examination of card.

ARTICLE XIII.

This constitution may be altered or amended at any meeting of the National Association, to suit a majority of the local societies then represented: *Provided*, No alteration shall be made unless notice be given at the previous annual meeting.

ADDRESS TO LOCAL SOCIETIES BY THE CONVENTION OF THE NATIONAL TYPOGRAPHICAL SOCIETY IN 1836.

In proposing the general rules for the management of the local societies, the committee deem it a matter of so much importance to the permanency and efficiency of the contemplated union, that they can not forego the opportunity to impress upon the members of such societies the strong necessity which exists for yielding so much of opinion, of power, and of government, as shall be required to give harmony, stability, and efficacy to the whole system. To accomplish the great purposes aimed at, and to secure a good organization, something of concession—much of resolution and determination—will be needed. The principal object should never be lost sight of—the glorious result thereof should forever be kept in view, and a comparison should be drawn between our present inefficient, unorganized, and, in too many respects, deplorable condition, with the energetic discipline and strength constituting its reverse.

The advantages which will accrue to the profession from the adoption of some equitable plan of union, are incalculable; and the recommendations of the committee are such as, in their judgment, will be most feasible, provided a proper spirit of conciliation, allied to an unshaken firmness of purpose, shall be observed on the part of the local societies. Our employers, though some of them

may be opposed to us a while, will eventually become convinced that, in endeavoring to ameliorate our own condition, we have not forgotten their interests, but have, on the contrary, consulted and secured them; and your committee conceive that, in no recommendation of theirs, is the least principle of right infringed or reason violated, but strict and impartial justice extended to all concerned.

If it be made obligatory upon the parents or guardians of boys to have them bound as apprentices for a certain term, (not less than six years), does the employer suffer injustice? By no means. He is benefited. The employer, the journeyman, and the apprentice, are all benefited by this regulation, and the provision made to bring into membership, in one or the other of the several local societies, all who may not be connected therewith—and after a distant specified period to admit none who have not served six years at the trade, will be found, upon proper reflection, to be productive of the happiest results, as it will secure to the employer the whole time of the apprentice, and prevent those from working as journeymen who have not served a regular apprenticeship.

The committee would, therefore, again urge upon the local societies the propriety of deep and mature deliberation, and they confidently hope that, when the few innovations upon long-established usages, which the nature of the subject necessarily imposed, shall come before them for consideration, they will receive that approval to which their merits may entitle them.

[The regulations below, when adopted by the respective societies, through their representatives, will become binding upon the whole, as general laws, for the government of the craft.]

ARTICLE 1. Every apprentice shall serve until he be 21 years of age; and at the time of entering as an apprentice shall not be more than 15 years of age; and every boy taken as an apprentice shall be bound to his employer in due form of law.

ART. 2. No runaway apprentice shall be received into any office in the United States attached to the National Society, either as an apprentice or journeyman.

ART. 3. Any boy who may be legally released from his master, may be received into another establishment to serve out the remainder of his apprenticeship, provided he has not been legally released for his own bad conduct.

ART. 4. That on the death of his master, or if, from any cause, the office wherein he was indented shall cease to be, he may be taken into another office, and be regularly indented to finish the term of his apprenticeship.

ART. 5. After the — day of —, 18—, it shall not be lawful for any local society to consider any application for membership unaccompanied by the credentials of the applicant that he had served the period of six years as a regularly indented apprentice at the printing business.

ART. 6. That after the — day of — it shall not be lawful for any local society to permit members of said society to work in any office where boys may be taken as apprentices to the printing business, to serve for a less period than six years.

ART. 7. The local societies shall have the power to establish such tariff of prices as may be suitable to the section of country in which they may be located; always having a due regard to the wants of the profession.

ART. 8. It shall be the duty of all local societies, working under the jurisdiction of the National Society, to sustain each other in their list of prices, or such other regulations as they may adopt for their government.

ART. 9. That any individual violating the constitution or regulations of the local society of the district in which he resides, shall be summoned to appear before the society to which he is attached; and if it should be proved to the satisfaction of said society that the individual has committed the offense, that he shall be forthwith expelled; and that no member of any society be permitted to work in an office where he may be employed, unless said individual shall be reinstated by the society from which he had been expelled.

ART. 10. That all local societies repeal so much of their constitutions as requires a term of apprenticeship as a qualification for membership; and that they admit all who are at work at the business as journeymen, so soon as it shall be ascertained that the proposed regulations of the convention upon this subject shall be adopted by two-thirds of the societies.

ART. 11 Any person presenting a certificate of membership from one society, under the jurisdiction of the National Society, to another society under the same jurisdiction, and paying the monthly dues called for by their constitution, shall be entitled to the trade benefits of said society. If he shall pay in addi-

tion the usual initiation fee, he shall be entitled to the full benefits of the society.

ART. 12. In case it shall be necessary in any local society to strike for an advance of wages, it shall be the duty of all other societies to contribute such sum as may be necessary to sustain them: *Provided*, The board of control of the National Society previously sanctions the strike.

ART. 13. No member of any society shall contract for more work than he can perform in person on one machine or press (whether for a master printer, publisher, or bookseller) at the same time.

ART. 14. Local societies shall recognize but two classes of printers—employers and journeymen—that is, persons who carry on business solely as employers, and those who work as journeymen, in the manner prescribed, and at the prices demanded by such society.

ART. 15. It shall be the duty of local societies to have prepared an annual report of their condition, showing the number of members admitted for the year preceding: the amount of receipts from initiation, etc., said report to be transmitted to the National Society at its annual meeting.

ART. 16. That the societies be requested to forward to the board of control, or to the National Society, when in session, the number, as near as can be ascertained, of apprentices employed in the district of country over which the society has jurisdiction; also, of all the journeymen—distinguishing members of the society from others.

ART. 17. That men pronounced rats by one society, shall be considered such by all others.

ART. 18. No person shall be admitted into a society until he attains the age of 21 years.

ART. 19. A local society, on the suspension or expulsion of a member, shall give information to all other societies, and make annual report to the National Society.

ART. 20. That it be made obligatory on the members of the respective societies to solicit all printers to join some local society.

The foregoing constitution, etc., of the National Typographical Society was adopted by the undersigned delegates, representing the societies attached to our several names, at the City Hall, in the city of Washington, on the 11th day of November, 1836.

CHARLES A. DAVIS,
JOHN L. BROWN,
AUGUSTUS H. KRAUTH,
From New York.
EZRA CROSSMAN,
WM. SHARPLESS,
JAS. F. HALIDAY,
From Harrisburg, Pa.
JOHN F. COOK,
GEO. JOHNSTON,
WM. HOLLIDAY,
From Baltimore, Md.
JNO. STOCKWELL,
JAMES CLEPHANE,
W. W. CURRAN,
From Washington, D. C.
A. F. CUNNINGHAM,
CHARLES F. LOWREY,
From New Orleans, La.

ADDRESS TO THE PRINTERS THROUGHOUT THE UNITED STATES
ISSUED BY NATIONAL TYPOGRAPHICAL SOCIETY, CONVENTION OF
1836.

CITY HALL, WASHINGTON CITY, November 11, 1836.

FELLOW-CRAFTSMEN:

The delegates from the different societies which were invited to meet at Washington on the 7th day of November last, to form a convention, to take into consideration the present condition of the printing business, being about to close their labors, feel desirous to say to you, in order to lay before you the motives which induced the call, and to suggest them to adopt measures to form a constitution, the original management of a general association, under the name of "The National Typographical Society."

to be held annually, and to be composed of delegates from all societies in the different sections of the United States, proportioned to the rate of their sitting members.

From recent attempts at encroachments on the rights of journeymen, and to prevent such in future, it has been judged most prudent to seek safety in union. This concert of action becomes the more imperative, since we daily perceive the rapid strides which printing is making over a vast extent of country, and the measures which may be adopted to injure us. It is a lamentable fact that the newspaper press has almost entirely passed from under the control of members of the profession, into the hands of speculators and partisans, who, ignorant of the feelings and sympathies of the craft, create dissensions and difficulties when they can not make them subservient to their will and interest.

As nothing of a permanent nature could be undertaken by this convention, it confined itself solely to commendatory measures, such as were suggested during the several meetings which were held, leaving much important matter to the societies to accomplish before they confirm and ratify the constitution. But in the meantime, it is incumbent on us to make you acquainted with the various topics which engaged our time and attention, and the results at which we have arrived.

In looking back but a few years, we may almost say a few months, associations by men in the humbler spheres of life were regarded, even by men of sound legal knowledge, as a departure from common usage, which ought to be considered as a combination against wealth and rank, and contrary to common law, for which opinions they pretended to have many strong judicial precedents to sustain them. But already have the true principles of political knowledge spread almost with the celerity of sound, and stamp the improvements of the age. All that dread of danger has disappeared, and given place to more congenial feelings. So much so, that it has now become the duty of the working classes to watch the employment of capital in the hands of the speculator. Indeed, it is an important object for the study of legislators, to restrain the capitalist in his wild career of gain, that he may not injure the poor mechanic in the line of his profession. Should this maxim be overlooked, the wealthy of the land may increase in riches, but the most abject poverty and distress will be sure to follow in the track. Does it not then become the industrious mechanic to protect himself and family from pauperism, by adopting a mode of defense which will cause a more general distribution of that property which is produced by his hard earnings?

To you, fellow-craftsmen, who take a pride in your profession, and look upon the present degraded state of the press as a public misfortune, which must eventually corrupt the morals of the community, and destroy our free institutions, we would appeal to arrest this evil; or, before many months pass over, the art of printing will no longer give support to its professors. The demon of misrule has entered the sacred temple of liberty, corrupted its officiating priests, and profaned the holy altar. This picture is too true, and has already alarmed the fears, and occupied the attention of many good men of our land, and among that number, the patriotic and enlightened Noah Webster; as a proof of which, we give the following living picture of the press from the pen of this great man:

"The press, when judiciously managed, is one of the greatest blessings of a civilized people; when abused, it is the most powerful instrument of mischief. Probably no civil privilege in this country is so much perverted and abused. In no country is reputation held so cheap. Slander, like the scythe of death, levels all worth and distinction; the press, one of the noblest instruments of improvement, is converted into an instrument of deception, and the means of making citizens hate and oppress each other. The moral effect of this abuse is lamentable; for it seems to have become a ruling belief of partisans that a man has a right to defame those who differ from him in opinion."

Thank God, but few of these corrupt conductors of the press are practical printers! Unfortunately, however, they manage to carry on this warfare by the service of boys, raising six or eight at a time for a few years, to subvert their nefarious purposes, and then cast them on the profession for support. By this means, they continually keep the stream flowing into the larger cities, driving the journeymen from their positions to make room for those youths who will labor for a mere pittance to obtain a livelihood, and hence become an object to some avaricious employers—inconsiderate men.

This we consider a cruel and an unjust practice, and are determined, as far as lies in our power, to meet the evil with energy and firmness. We call upon each local society to unite with us in denouncing it, and upon every parent or

guardian to protect the interest of their charge, by compelling their boys to be regularly bound as apprentices, and to be taught a full knowledge of their business, and not to allow them to be thrown into the company of immoral and profligate youths, encouraged by receiving more money than they are acquainted with the value of.

We would earnestly advise every society not to lose one day in adopting some specific act on this head, that all may feel the benefit. The suggestions of the National Society's constitution will point out a mode to regulate you in this all-important and long-complained-of evil, which has already ruined the business in more than one city; we must congratulate those societies who have undertaken to check this wicked custom, and we hope they will expose those who traffic at their neighbors' cost.

We can not embrace, in this brief address, the one-half of the objects brought before this convention; but one serious evil we must not omit, because, if longer persisted in, it will reduce us to the wretched condition of the servile tools of party, which must deprive us of the most distant hope of ever benefiting ourselves by our profession. This evil exists in a country, too, where the press is considered free, and the principles of liberty are well known. We have allusion to that unjust and pernicious practice of the legislatures of many States, as well as of the Federal Government, of bestowing all their printing and binding in such a manner as to reward their zealous partisans, even to the smallest job, when they are not only not printers, but entirely unacquainted with the art, to the exclusion and utter ruin of the practical man. This ought not to be submitted to, and we must endeavor to have it altered, if necessary, by means of the ballot box, in calling on all whose interests may be concerned to unite with us. It is the duty of all upright and honest legislators to protect all classes, and not to oppress one class of citizens to elevate another. We may compete with capital, but can not contend against the powerful influence of a State. Security in the right of what we possess is the principal object of the social compact, and the property of the working man consists in the knowledge of his calling, and any infringement of that right is at once subversive of all civil institutions.

We can not overlook what has been pointed out to us since we assembled here, through the public papers. A joint stock company, we understand, is about being formed in Boston^a to carry on printing by means of boys; and we also perceive, from a prospectus published in the United States Telegraph, that a more formidable inroad is about to be made by a joint stock company with a capital of \$500,000 under a pretended charter. This chimerical plan, of itself, could not excite one uneasy sensation in the breast of any practical man; but, in this age of speculative mania, others may attempt the same or similar projects. The following simple extract will at once exhibit the manner by which our interests might be destroyed by the failure or success of such undertakings:

"It is proposed (says the prospectus) to manufacture the paper used in printing, and thus save the expense of drying it for market, putting it into bundles, transportation to market, commission, interest, and guaranties, equal at least to 20 per cent.

"A greater saving can be made by the employment of boys in composition, printing, and binding. This, with the profits on periodicals, reprints, and elementary books, will secure to the stockholders a good dividend."

Our efforts, in endeavoring to enlist your feelings and cooperation, are intended for the benefit of all, individually and collectively. We are aware that our friends will expect from this convention some regulation with respect to the price of labor; but we believe it bad policy to meddle with the concerns of local societies—and, therefore, can fix no standard of wages; but we judge it better to obligate ourselves to sustain each other in our general interests, when prudence may dictate the interference. We, therefore, call upon you, through your associations, to concert measures to have delegates sent to "The National Typographical Society," that its exertions might be felt, simultaneously, from one end of the Union to the other, in sustaining the honor and interests of our profession. In those sections of the country where no society is as yet established, we trust the craft will see the necessity of immediately uniting themselves in some bond of union. Where members of the profession may be but few and scattered, a chapel, or some such meeting, may be concerted to appoint a delegate or proxy.

^a We understand that the Boston company has already gone into operation.

To the rising profession of the West, we would particularly address our solicitations, as they promise to become the future guardians of the people's press, and the protectors of the freemen's rights. To them the present is a most important era. However small their numbers may be they ought now to concentrate and unite themselves together, for the least procrastination may perhaps prove an insuperable obstacle to their progress. They have no ancient prejudices to contend against—no inveterate habits to overcome; which must make the task to them a pleasant and easy one, and on which might be predicated many a useful and valuable institution. Libraries or reading rooms might be got up, and made the channel of much friendly intercourse between them. Through this means of acquiring information, they might, with a giant's arm, protect the yet almost uncorrupted West from the hireling editor's contaminating pen, and become the true recorders of the nation's progress to greatness and glory, in the peaceful pursuits of civil life, or in encouraging the citizen soldier when called on to battle against the oppressor for liberty and independence.

Although we do consider it the duty of all printers to join and lend their aid to some association, we would rather invite than use coercive measures to induce them to become members. We would do this in the best of faith, that we might have all the good and moral men of the craft enrolled as brothers of one family, and none to stand aloof but the unworthy and debased. We hope the different societies will, accordingly, so amend the qualification articles in their respective constitutions as to make all who are now ineligible from want of certificate, etc., of apprenticeship, good members, who may be at the same time working at the business as acknowledged journeymen. When the National Society's constitution is ratified, then six years will be the minimum standard of apprenticeship for boys to be bound. This regulation the employing printer will find to be of primary importance to his interest and welfare. And thus, reciprocally blending our interests, we may stand united, and oppose the efforts of the selfish speculator, or the partisan politician. Under such a union, we will make our press to be heard, whether in the turmoil of a Republic or in the dead calm of a despotism.

Through the agency of the various delegations a statistical table will be annually furnished, and regularly published, of the number of newspapers and periodicals in the United States; the names and professions of editors: men employed, members or not members of a society; boys bound, etc., so that we may possess all necessary information concerning the management of the paladium of our rights, which the public, as well as the craft, should know.

We fear we have transcended our limits for publication, and must omit much of what we would wish to suggest. We would remark, however, that the union we are about to form is but an association of social feelings, to ascertain the condition of our trade, and make regulations for the government of ourselves; we have encroached upon no man's rights, nor committed an act that we shall ever have cause to regret. The interests of the employer and journeyman have been assimilated, and, we hope, rendered permanent for the time to come.

The convention transacted its arduous duties with the greatest harmony and good feeling towards each member; and perhaps never did a meeting take place under more propitious auspices than this convention did, and which promises much to the future of the profession at large. With great respect, and good wishes to all the profession, we bid you adieu.

APPENDIX A, NO. 10.—ADDRESS ISSUED BY THE CONVENTION OF 1850 TO THE JOURNEYMEN PRINTERS OF THE UNITED STATES.

For some time past the project of calling together a national convention of journeymen printers has met with considerable attention and favor from the trade in various portions of the country. Aware of this fact, and partaking also in the general desire, the unions of New York, Philadelphia, and Boston about a month since issued a circular, requesting the different societies throughout the country to send delegates to a national convention, to be held in New York, on Monday, December 2, 1850. In consequence of the very short space of time intervening between the receipt of the circular and the meeting of the convention, but five States have sent delegates, viz: New York, New Jersey, Pennsylvania, Maryland, and Kentucky. These delegates met in convention at the time and place specified, and, through their committee, now address you.

It is useless for us to disguise from ourselves the fact that, under the present arrangement of things, there exists a perpetual antagonism between labor and

capital. The toilers are involuntarily pitted against the employers: one side striving to sell their labor for as much, and the other striving to buy it for as little, as they can. In this war of interests, labor, of itself, stands no chance. The power is all on the other side. Every addition to the number of laborers in the market decreases their power: while the power of capital grows in a ratio commensurate with the increase of the capital itself. On the one side, the greater the number of dollars, the greater the ability to succeed in the conflict: on the other the greater the number of laborers, the less the ability to succeed. Add to this the fact that wealth accumulates, on the one side, much faster as the laborers accumulate on the other, and the utter impotency of unorganized labor in a warfare against capital becomes manifest.

To remedy the many disastrous grievances arising from this disparity of power, combination, for mutual agreement in determining rates of wages, and for concert of action in maintaining them, has been resorted to in many trades, and principally in our own. Its success has abundantly demonstrated its utility. Indeed, while the present wages system continues in operation, as an immediate protection from pressing calamities, it is clearly the only effective means which labor can adopt. So far as it extends, it destroys competition in the labor market; unites the working people, and produces a sort of equilibrium in the power of the conflicting parties.

This being the case, it appears evident that an extensive organization, embracing the whole country, would secure to our own, or any other trade, a power which could be derived from no other source. The delegates here assembled have come together deeply impressed with this conviction. They regard such an organization not only as an agent of immediate relief, but also as essential to the ultimate destruction of those unnatural relations at present subsisting between the interests of the employing and employed classes. All their activities have accordingly been regulated with a view to the establishing of such an organization. They have recommended the formation of societies in all the cities and towns throughout the country. They have rendered it obligatory upon all members of the profession traveling to any point embraced in the representation here, for work, to have with them certificates of membership from the society located in the place from which they come. They have established a national executive committee, to urge the enforcement of their recommendations and requirements. They have also instructed that committee to use their utmost exertions to have a full representation of the whole country in the next national convention, which they have ordered to be held in Baltimore, Md., on the 12th of next September.

The members of this convention are well assured that, to secure the adoption of the measures they recommend, they must recommend those alone which are best calculated to effect the immediate well-being of the individual members of the trade. The establishment of a general organization must be effected upon certain principles. In proportion as the advantages of the operation of those principles are felt and observed, the establishment of that organization will be rendered certain or doubtful. The principles, therefore, recommended by the convention, upon which it urges the formation of societies throughout the country, are such as can not fail to enlist in their favor the most potent considerations of self-interest. Among them are—

First. An understanding in the regulation of scales of prices in different localities, so that those in one place may not be permitted to become so comparatively high as to induce work to be sent elsewhere.

Second. The enforcement of the principle of limiting the number of apprentices; by which measure a too rapid increase in the number of workmen, too little care in the selection of boys for the business, and the employment of herds of half men at half wages, to the detriment of good workmen, will be effectively prevented.

Third. The issuing of traveling certificates, by which the distresses of brother craftsmen, incurred in journeying from one place to another, in search of work, may be relieved. In this we have one of those means of attracting and attaching to our societies men who, not troubled largely with abstract principles of strict duty, are nevertheless willing to become "repentant prodigals" for the sake of the "fatted calf." Besides, it is eminently calculated to produce a warmer attachment on the part of superior men, inasmuch as it will bind them in ties of gratitude, and in the luxurious fellowship of good deeds.

Fourth. Measures to prevent disgraced members of the profession enjoying, anywhere in the United States, those privileges which belong exclusively to honorable printers. They consist in keeping a registry of "rats," to be sent by

the executive committee to every union in the country, for reference; and admitting to membership no stranger, who does not produce evidence of his having been a member in good standing of the society, if any existed, in the place from which he comes.

Fifth. The gradual collection of a sum of money by each union sufficient to enable it to hold out successfully against the employers, in the event of a contention for higher wages.

Sixth. The recognition of the right of a union to borrow from any other, when necessary, a sum of money to the amount of \$1 for each member thereof, to be repaid in a manner prescribed. This is intended, in conjunction with other matters proposed, to strengthen each individual society in the struggles which it may be called on to make, from time to time, against unjust employers. Its efficacy needs no explanation.

Seventh. Measures for the attainment of several other objects of less importance, which are calculated to give efficacy to the whole.

Such has been the main work of the convention; and, while the members thereof are aware that it is but the commencement of an undertaking which in its full completion, must necessarily be more or less protractive, they look with confidence to those who shall follow them, in subsequent conventions, to conduct it to a successful consummation.

The project of establishing a joint stock office, at Washington City, for the purpose of executing the printing of the United States Government, was introduced into the convention; but its newness, as a matter of practical concern, to the great body of journeymen printers, with the necessity of having a thorough deliberation on so important a matter, and the propriety of delegates being elected with special regard to its consideration, prompted its reference to the next convention. The practicability of the working people employing themselves, and realizing the profits of their own labor, there can be no doubt might be illustrated and established, if the journeymen printers of the United States would resolve to try the experiment. In fact, our Philadelphia brethren have already, to a great extent, succeeded in an effort of the kind. A publishing establishment has been instituted in that city, by the union there; and thus far has answered the most sanguine expectations of its projectors and friends. If a similar concern, on a large scale, could be instituted in Washington, a similar result might be reasonably apprehended. The subject is, at least, well worthy a full and deliberate consideration; and may be regarded as one of the most important and interesting which will engage the attention of the next convention.

Combination merely to fix and sustain a scale of prices, is of minor importance, compared to that combination which looks to an ultimate redemption of labor. Scales of prices, to keep up the value of labor, are only necessary under a system which, in its uninterrupted operation, gives to that value a continued downward tendency. But when labor determines no longer to sell itself to speculators, but to become its own employer; to own and enjoy itself and the fruit thereof, the necessity for scales of prices will have passed away, and labor will be forever rescued from the control of the capitalist. It will then be free, fruitful, honorable. The shackles of a disastrous conventionalism will have fallen from its limbs; and it will appear in the character which nature designed it to sustain. This is certainly a consummation most devoutly to be wished; and, however difficult it may be to attain, if within the range of possibility, ought to constitute the great end to which all our other aims and efforts should be made subsidiary.

The journeymen printers of the United States are earnestly invoked, by their brethren here, to employ their most effective endeavors in the prosecution of this work. Its success now rests with them; and it is to be hoped they will feel the full weight of the responsibility. We beg them to take into favorable consideration the measures we have recommended for their adoption. We beg them to assist the national executive committee, by every possible means, in the fulfillment of its duties. We beg them to circulate the official proceedings of this convention, (published in pamphlet form by the union of Philadelphia) wherever such circulation will be calculated to excite an interest in the movement. And we beg them finally to send a full representation to the next convention, from every section of the country. They owe a duty which they are thus called upon to discharge, not only to us, who have commenced in this movement—not alone to themselves, who are so deeply interested in it—but also to the laborers of all trades and vocations, who are anxiously awaiting the development of some sure plan of amelioration, which they can all adopt. Public

opinion places us at the head of the mechanical professions. Let us not belie that opinion, by falling behind it. Something is expected of us: and when the next convention assembles, let its numbers and its actions justify and realize the public expectation. Let something be evolved, during its deliberations, which will redound to the benefit of our own trade, and, by way of example, to the benefit of all others.

Respectfully,

M. F. CONWAY,
GEO. E. GREENE,
AND. J. ATKINSON,
J. T. NAFEW,
CHAS. BECHTEL,
Committee.

By order of the convention:

JOHN W. PEREGGY,
President.
GEO. E. GREENE,
M. C. BROWN,
Vice-Presidents.
F. J. OTTARSON,
JOHN HARTMAN,
Secretaries.

NEW YORK, December 7, 1850.

APPENDIX A, NO. 11.—CONSTITUTION OF 1851, NATIONAL TYPOGRAPHICAL UNION.

We, the representatives of the typographical associations of the States of Maryland, Pennsylvania, New York, Ohio, Kentucky, Virginia, Massachusetts and New Jersey, in national convention assembled, for our government, do ordain and establish the following:

CONSTITUTION.

ARTICLE I.

SECTION 1. This body shall be known by the name of "The National Typographical Union," and shall be acknowledged, respected and obeyed as such by each subordinate union in the country. It shall possess original and exclusive jurisdiction in all matters pertaining to the fellowship of the craft in the United States. All subordinate unions shall assemble under its warrant, and derive their authority from it, enabling them to make all necessary local laws for their own government. It shall be the ultimate tribunal to which all matters of general importance to the welfare of the members of the different unions shall be referred, and its decision thereon shall be final and conclusive. To it shall belong the power to regulate, fix and determine the customs and usages in regard to all matters appertaining to the craft. It shall possess inherent power to establish subordinate unions who shall always act by virtue of a warrant granted by authority of this body.

ARTICLE II.

The members of this National Union shall be composed of its elective officers and the representatives from subordinate unions, acting under legal, unreclaimed warrants granted by this National Union.

ARTICLE III.

SECTION 1. The elective officers shall be a president, two vice-presidents, (who shall be chosen from different States), a recording secretary, a corresponding secretary, and a treasurer—all of whom shall be elected annually, by ballot, and be installed and enter upon the duties of their offices at the termination of the session at which they are elected. They shall attend each meeting of the National Union, and perform such other duties as may be enjoined by its laws and regulations. No officer, who is not also a representative, shall be permitted to vote, except the president, in case of equal division.

ARTICLE IV.

SECTION 1. The president shall preside at the meetings of the National Union, preserve order, and enforce the laws thereof. He shall have the casting vote whenever the National Union shall be equally divided; but shall not vote at other times. During the recess of this National Union, he shall, in conjunction with the vice-president, have a general superintendence over the interests of the craft; and make report, immediately upon the assembling of the National Union, of his acts and doings in relation thereto. He shall not hold any office in a subordinate while acting as president of this National Union.

SEC. 2. The vice-presidents shall assist the president in the discharge of his duties, and shall take precedence of rank in proportion to the votes received in the election of each (i. e. the officer receiving the highest number of votes shall rank before the one receiving the lower number). In the absence of the president and first vice-president, the second vice-president shall preside.

SEC. 3. The recording secretary shall make a just and true record of the proceedings of the National Union, in a book provided for that purpose; keep accounts between the National Union and subordinates under its jurisdiction; read all petitions, reports and papers to be laid before the National Union, and perform such other duties as may from time to time be required of him.

SEC. 4. The corresponding secretary shall conduct the correspondence of the National Union, and transact such business as appertains to his office. Copies of all communications transmitted or received by him shall be laid before the National Union.

SEC. 5. The treasurer shall keep the moneys of the National Union, and pay all orders drawn on him by the president and attested by the recording secretary, under the seal of the National Union. He shall lay before the union at each regular session a full and correct statement of his accounts, and before entering upon the duties of his office give such security as the National Union may require.

ARTICLE V.

SECTION 1. Representatives from subordinate unions must be actual members, in good standing. They must be elected by the body they represent for the term of one year—and furnished with a certificate of election.

SEC. 2. Each subordinate union shall be entitled to three representatives in the National Union, and each representative shall be entitled to one vote. The expenses of the attendance of said representatives shall be defrayed by the unions they respectively represent.

ARTICLE VI.

The National Union shall meet annually on the first Monday in May, at such place as shall from time to time be determined upon.

ARTICLE VII.

The revenue of the National Union shall be derived as follows: For a warrant for a subordinate union, \$5, and 5 per cent upon the total receipts of subordinate unions.

ARTICLE VIII.

In case of death, resignation, disqualification, or refusal of the president elected to serve, the duties of the office for the remainder of the term shall be performed by the vice-presidents in the order designated by this constitution. And in case of death, resignation, disqualification or refusal of the above officers to serve, then a president pro tem shall be elected. In case of the death, resignation, disqualification, or refusal to serve, of any officer, the preceding officer for the time being shall appoint some qualified person to perform the duties until the next regular meeting of the National Union.

ARTICLE IX.

A majority of the representatives of the several unions under the jurisdiction of this National Union, shall be necessary to form a quorum for the transaction of business. All questions, unless otherwise provided for, shall be decided by a majority of the votes given.

ARTICLE X.

SECTION 1. General laws for the government of the craft throughout the jurisdiction of this National Union, may be enacted and enforced by this body; and any union within its jurisdiction refusing to abide by its laws and decisions shall be expelled. The National Union shall also upon the request of any subordinate union under its jurisdiction, establish ceremonies of initiation into the ranks of such subordinates.

SEC. 2. The National Union shall from time to time enact such by-laws as it may deem necessary: *Provided*, That such by-laws will not conflict with this constitution.

SEC. 3. Any alterations or amendment of this constitution must be offered to the National Union, at a regular session thereof; and, if seconded, it shall be entered on the minutes. At the next stated meeting the amendments may be considered, and if agreed to by two-thirds of the vote given, shall become part of the constitution. All alterations of the laws of the National Union shall be made in like manner; and no law of a general application shall be adopted, unless submitted and entered on the minutes at the regular session previous to being adopted.

J. L. GIBBONS, *Louisville, Ky.*

H. A. GUILD, *New York.*

E. H. ROGERS, *New York.*

THOS. J. WALSH, *Albany, N. Y.*

M. F. CONWAY, *Baltimore, Md.*

ROBT. J. BRUCE, *Baltimore, Md.*

GEO. H. RANDELL, *Baltimore, Md.*

WASHINGTON ASHTON, *Baltimore, Md.*

MYRON H. ROOKER, *New York.*

WM. C. FIGNER, *Philadelphia, Pa.*

WM. B. ECHERT, *Philadelphia, Pa.*

J. B. SMITH, *Philadelphia, Pa.*

GEO. W. JONES, *Philadelphia, Pa.*

JOHN H. FASY, *Philadelphia, Pa.*

GEO. WADHAM, *Boston, Mass.*

CHAS. A. RANDELL, *Boston, Mass.*

H. H. BOARDMAN, *Boston, Mass.*

J. RICHARD LEWELLEN, *Richmond, Va.*

JAMES H. WALFORD, *Richmond, Va.*

AUG. DONNELLY, *Baltimore, Md.*

W. G. WILLIAMS, *Cincinnati, Ohio.*

HENRY T. OGDEN, *Cincinnati, Ohio.*

HIRAM H. YOUNG, *Cincinnati, Ohio.*

CHAS. BECHTEL, *Trenton, N. J.*

JOHN W. CASSEY, *Trenton, N. J.*

ALEX. W. ROOK, *Pittsburg, Pa.*

W. J. IRVIN, *Harrisburg, Pa.*

A. C. POOL, *Harrisburg, Pa.*

SCHEDULE.

First. This constitution being adopted, shall be signed by the members of this convention, published by its authority, and forwarded by the national executive committee to the different typographical unions and associations, for their ratification.

Second. As soon as the unions of five different States shall signify to the executive committee their willingness to comply with the principles and regulations of the constitution, and accompany the same with the regular fee of \$5, the said executive committee shall issue their circular, announcing that the National Typographical Union has been formed, and request all subordinates who have ratified the constitution, to elect representatives in pursuance of its provisions, who shall assemble on the first Monday in May, 1852, in the city of Cincinnati, Ohio.

Third. If five unions, as specified above, do not ratify the convention as early as the 15th day of May next, then the national executive committee shall call a national convention, to assemble at such time thereafter as they in their judgment may deem proper, to be held in the city where the first session of the National Typographical Union would have been held, had it been formed as above.

Also,

Resolved, That a national executive committee of one from each typographical society here represented be appointed, to enforce the execution of all resolutions adopted by this convention, collect information on all matters in relation to the trade, and report the same to the next convention.

Resolved, That the Secretary from New York be authorized and required, in conjunction with the national executive committee, to take charge of the proceedings of the convention together with the address of the executive committee, and have them printed, subject to orders for the same, from all local typographical associations, or societies, at a price to be fixed by said secretary.

Resolved, That the various local societies be earnestly requested to order, for circulation in their respective localities and districts, such number of copies of the above-mentioned proceedings as may be necessary to supply all newspapers and printers in their own district, or elsewhere, as they may deem proper.

Resolved, That the officers and members of the various societies throughout the country are hereby requested to have the proceedings of this convention, or an outline thereof, published in all newspapers within the circle of their influence.

APPENDIX A, NO. 12.—PROTESTS AGAINST THE WASHINGTON INSTITUTE.

PROTEST OF THE COLUMBIA TYPOGRAPHICAL SOCIETY, AUGUST 19, 1834.

PROTEST of the typographical society, addressed to the public generally, and particularly to the printers of the United States, against the Washington Institute, a school about to be organized in the city of Washington, by Duff Green, which proposes to substitute, in the printing business, the labor of boys for that of journeymen.

COLUMBIA TYPOGRAPHICAL SOCIETY, *August 19, 1834.*

The Columbia Typographical Society of the District of Columbia, solemnly impressed with the responsibility under which it rests, and the duty which it owes to the interests of its members, and to the welfare of the profession generally, has deemed it its duty to make public the statements which follow, under the hope and belief, that, as the *agis* of the law is powerless for the protection of the occupation of its members, the stern voice of public opinion may aid in accomplishing the overthrow of the evil which threatens the prosperity of the printing business, and of which it is the purpose of this paper to treat.

For the first time since its organization this society now appears at the bar of the public. During the entire period which has elapsed since its formation, which took place in the year 1815, nearly twenty years ago, it has never had occasion so to appear. Considerations of a high character, from which it must not shrink, involving, it may be, its own existence, has prompted the step which it has now taken; and which must stand as its apology before an enlightened and just community.

The course of the society, since its origin has been strongly marked by prosperity; from a number not exceeding 20, who were present at its organization, it has extended its members tenfold; 200 names being now enrolled upon its constitution, as living and active members, some of whom are conductors of the public press at different points of the Union, contributing, it is believed, a solid reputation to its character and standing. This course of unexampled prosperity, the society is perfectly aware is mainly owing to the just character of its proceedings, which will be found to prevail throughout its history; its fundamental rule of action, which it has never broken, has ever been to infringe in no degree on the rights of the employer; and, should the occasion ever demand it, to maintain, with steady and determined purpose, the rights and interests of its own members. The main object of the formation of the society, however, was benevolence. No difficulty between the employers of that day and the journeymen organizing the society could have been the cause of its formation, because the society adopted the prices throughout as they found them. The wages of the journeymen were established by the employers themselves, before the formation of the society, and has never been changed, or attempted to be changed to the present time, by either party, except in two instances, which we may have occasion to notice hereafter.

But although benevolent purposes were the immediate occasion of the formation of the Columbia Typographical Society, that other interests of the members composing it were taken into consideration of at that time, is plainly apparent, by the fact that the society did adopt and merge in its proceedings a list of prices for the government of its members in this city. It has always been the understanding of members that the price received for their labor must conform to that adopted by the society. The employers themselves seem to have yielded to the justice of this arrangement as no serious difficulty, requiring the exercise of whatever of power the society possessed, has ever arisen since its formation.

Beyond this point, however, it has never been claimed heretofore, that the power of [the] society should be extended. How far it would be justified, in endeavoring to maintain, where they have been wantonly attacked, the permanent interests of the members composing the society, or of the business which they pursue, is a question which we shall pass by, until we shall have stated more fully the immediate occasion of the publication of this paper.

It is with feelings of the most painful regret that the society has now to announce to the public that a scheme is in agitation, if not already organized, the operation of which, it is confidently believed, will destroy the occupation of the great body of its members, and vitally injure the business which they pursue.

The scheme referred to was announced by its author (Mr. Duff Green) on the 1st of January last: since which time, the society, through a committee appointed for that purpose, has endeavored to dissuade him from carrying it into operation. The correspondence which took place on that occasion will be found at the close of this exposé. (a)

On perusing the letters of Mr. Green, the reader will perceive that he proposes to organize in the city of Washington, an establishment to be called the Washington Institute. The prospectus of this institution, which has been published and circulated by its author, to what extent or amongst whom is not known, discloses the following as its prominent features:

From 100 to 200 boys are to be engaged, whose duty it shall be to work at the printing business, under regulations therein prescribed.

Preceptors, to be drawn from the ranks of the journeymen, and from other sources, are to be employed to superintend the education of the boys.

The amount of the labor of each shall be put down in a book to be kept for that purpose; and, at the period of his graduation, whatever amount shall appear to his credit, beyond a certain daily task to be fixed for him, shall be loaned to him on interest, for a certain term of years, to enable him to commence the publication of a newspaper or some other business.

These are believed to be the only features of the institution which it is necessary to portray at this time, in order to a fair understanding of its character. Some of its details, of minor importance we may have occasion to notice hereafter.

The object of the institution is declared to be "the regeneration of the American press, and the improvement of the character of the members of the craft"; but, as during its operation, the proprietor contemplates discharging from his employment the journeymen at present in his office, except such as may be required to act as preceptors to the boys; and judging also, from the following facts which the occasion has compelled the society to make public, we are bound to believe that the main object of the formation of the Washington Institute is the personal aggrandizement of the proprietor.

It is scarcely necessary to state that the great body of the printers of this city are now, and have always been, employed upon work, emanating from the Government. Up to the year 1819, the printing of Congress had been given out by contract; but that body, becoming dissatisfied by with the manner in which the work had been executed, appointed a committee on the subject who reported a joint resolution, the provision of which required that each House should elect its own printers, by ballot, for the subsequent Congress, and fixed upon a scale of prices to be given for the execution of the work based upon the prices given by the employers to the journeymen.

This resolution was adopted by both branches of Congress, and has the form as well as the force of law. It remains in existence at the present moment.

The prices of the labor of the journeymen were thus, in a measure sanctioned by law, and both the printers in Congress, and the journeymen employed upon the work seem to have considered themselves as bound in honor and justice not to interfere with the established wages. No interference of the kind was ever made by the journeymen up to the present moment, nor by any one of the employers until the period of the election of Mr. Green as Printer of the House of Representatives in 1828.

Within a year after the election of this gentleman he attempted to reduce the wages of journeymen from \$10 to \$8 per week throughout the year, although his pay as printer was regulated by the same law, and was precisely the same in every respect as that of his predecessors. This attempt was of course resisted by the journeymen, and successfully resisted.

* These letters are omitted, as the text makes their contents sufficiently apparent.

The next attempt of Mr. Green to reduce the price of the labor of journeymen, which took place during the progress of the following year was as follows. The nature of that reduction we will briefly describe: In executing the printing for Congress it is frequently necessary to work to a late period of the night. The regular working hours of the journeymen were from 8 a. m. to 8 p. m. After the last-mentioned hour, if their services were required, it was customary to pay them at the rate of 20 cents an hour. This sum had been uniformly paid by the former printers to Congress, and was considered the fixed price throughout the city. No regulation on the subject, however, had ever been adopted by the society, and Mr. Green, having ascertained this fact, immediately reduced the price of this portion of the labor of the journeymen in his employ to 16½ cents the hour—that sum being the rate per hour at \$10 per week; and at this moment, actually pays but this sum.

The journeymen acquiesced in this reduction solely because although the rate was below the customary price, it infringed no regulation of the society. It is true that the nature of "extra work," as it is called exposed those who had it to perform to great fatigue, at the risk of the loss of bodily health; but this sacrifice the journeymen were willing to make rather than break that peace which had existed for such a number of years between themselves and their employers.

Not satisfied with effecting this reduction in their wages, the aggregate of which amounted to a considerable sum, Mr. Green struck yet another blow at the interests of the journeymen; not this time by reducing the rate of their wages, but by excluding a great number of them from employment through the agency of boys; 40 or 50 of whom he employed about the period of his second Congressional term as printer. This unjust and ungenerous policy, although submitted to, as were his other measures, without any public complaint from the journeymen, defeated itself in less than two years; it contained the seeds of its own destruction. The boys themselves, seeing the use that was thus attempted to be made of them, held a meeting on the subject, and one and all abandoned his employment. To us this was no matter of surprise. They had become, in a measure initiated in the business, and had begun to feel the full throb of those principles of honor, magnanimity, and justice the germ of which, we are proud to believe is planted in the heart of the practical printer.

We have thus followed the course of Mr. Green in his connection with the printing business in this city, up to the period prior to his late election by the Senate as printer to that body. The facts which are here enumerated, and others which could be enumerated, of similar character, are truths, susceptible of proof, it is believed, before a court of justice. The society has no motive in detailing them other than that which springs from the overruling dictates of stern necessity the preservation of the rights of its members, and of the business whereby they earn their bread.

And now, we ask any candid man to say, if he have attentively perused the foregoing facts, whether the Washington Institute is not another scheme, springing from the fruitful mind of its author, to oppress and injure the journeymen—another link in the chain which he has constantly been engaged in forging, during the whole period of his residence amongst them intended to oppress their rights, and bend down, with iron force the prosperity of their profession. In short a scheme, the main object of which is to promote the personal aggrandizement of the proprietor, at the expense of the journeymen, and in utter disregard of their interests.

All, or nearly all, the internal regulations of the Washington Institute, will be found to corroborate the truth of the view just taken of its object. The first and most prominent of these regulations is, that the money to which the student is entitled at the period of his graduation is not handed to him as property which is legally his own but is loaned to him as the property of the proprietor. Now, the practice which custom has sanctioned in the printing business, during the whole period of which we know anything of its history is that whatever sum an apprentice has earned beyond a certain daily task which is set for him, seldom exceeding that fixed by the regulations of the Washington Institute, is not loaned, but paid to him as the fruit of labor to which he is justly and honorably entitled. We venture to say, that there is scarcely a practical printer now living who can not remember the feeling of delight with which, when a boy, he received from the hands of his employer the amount of his weekly "overwork."

Another regulation of the institution, and which will further confirm the view we have taken of it, is, that any student becoming sick, or otherwise unable to attend to his duties, shall be "dismissed from the school", and sup-

ported till the restoration of his health by his parents or guardian, if he be so fortunate as to possess either. This regulation, which we are almost ready to pronounce inhuman, as it is uncharitable and unjust, is another infringement of the practice which custom has sanctioned in our business.

These two regulations, taken in connection with the fact, that \$15,600 will be annually saved, according to the estimate of the proprietor, by the substitution of the labor of boys for that of journeymen, prove, we think, beyond a doubt, that in framing the project of the Washington Institute, its proprietor had almost a single eye not to the objects of philanthropy but to his own pecuniary welfare.

There are other features of this institution, not however connected with this view of it, to which the philanthropist must object. Solitary confinement is the punishment to which the students are liable, "substituted" as the proprietor remarks for "corporal punishment."

Now, it is a matter of great doubt in the minds of enlightened men, whether the substitute here mentioned has contributed in any degree, to the moral improvement of society in this or any prior age. But can it be possible that the proprietor of the Washington Institute has now to be informed that the brutal punishment of flagellation has almost entirely ceased in all well-regulated offices in this country, and without the substitution in any instance, of the more odious punishment of solitary confinement? The application of such a system to youth, the season of buoyancy of spirit and innocence of thought, can have no other than the most deleterious effect upon the ripening attributes of the mind, gradually hardening it against the common sympathies of our nature.

"The end of this school (says the prospectus) is to educate men that they may have intelligence to think for themselves and," (as the effect of such education) "independence to act up to the principles which their judgments approve. What would be the condition of the public mind, if the press of the United States was under the guidance of such men now?" (a)

Passing by the imputation here cast upon a free and enlightened people that are under the dominion, and follow the lead of the newspaper press, we venture to express a doubt, whether, if the end here proposed were obtained, it would advance, in any degree the character of the American press. Judging from the experience of the past, we believe that no improvement which this institution can possibly accomplish, is demanded in the ranks of our profession; for it is believed to be an indisputable fact, that that portion of the newspaper press in this country, which is in the hands of those who have been journeymen printers, is conducted with as much, perhaps more respect to the feelings of individuals, and with a greater regard for the character of the press itself, than that portion of it conducted by other persons. In his course heretofore as an editor, what stable claim can the principal of this institution advance to be a regenerator of the American press? Has the newspaper of which he has been for many years the proprietor, been conducted either with regard to its doctrines and sentiments, or in the morality of its language, with that soundness and purity which we should suppose, ought to characterize that journal whose conductor holds himself up as a regenerator of the American press? We leave the reader to answer these questions according to his judgment; believing that there can be but one reply to them, especially from those who are patrons of the journal in question.

Instead of regenerating the American press, we think the Washington Institute rather calculated to inflict a lasting injury upon it. The imagination of man could scarcely have devised a better or more effectual scheme for the prostration of its usefulness, its morality, and its independence. The graduates of this institution are educated by hundreds in the same school, imbibing from this common fountain of instruction the principles and opinions of the proprietor, when they come to be conductors of the press, they will be governed by those opinions, be they good or be they evil. Being indebted to the principal of the institution in the sum which has enabled them to commence business, the tone of each paper will through fear of the screws of the law, be regulated by the chord which is struck at the institution at Washington. Indeed, upon a close examination of all the circumstances connected with its organization, we

"As a commentary on this passage we will take the liberty to make an extract from the United States Telegraph of November, 1826, wherein the same writer, in reply to an article which appeared in the National Journal, expresses the following sentiment:

"Education, honorable motives, and integrity are high qualifications, but are your educated men the most useful? Will not Mr. Force's rule cut off that large portion of respectable editors, scattered over the country, who, like Mr. Force, are printers by profession?—Was Franklin or Thomas Paine educated?"

are confident in the belief, and feel justified in announcing it to the public, that the second, if not the first, great leading object of the formation of the Washington Institute, is the establishment of a league of presses throughout the United States through the instrumentality of the students whom it shall graduate. No such purpose is of course avowed in the prospectus of the institution, yet in confirmation of its truth is the fact, currently reported and believed in this city, that eminent leading politicians of the country have countenanced the design of the institution, and have loaned heavy sums of money to its proprietor in aid of its formation.

The extent of the power which will be thus concentrated in the hands of the proprietor of this institution, and of those with whom he acts, after it shall have gone fully into operation the imagination can scarcely limit—its disastrous effects upon the morality and independence of the press, extending throughout the Union, must either bring it into irretrievable disgrace in the estimation of an enlightened community, or fasten on the liberties of the people a disease as loathsome to the eyes of the patriot as dangerous and incurable.

Another interest which this institution is calculated to injure, is that of the employers generally. After it shall have gone into successful operation (of which, however, we are perfectly sensible there is strong doubt) what employer, under the present system can compete with the Washington Institute? According to the calculation of its principal, \$15,600 will be annually saved by the operation of the institution—that is, by the employment of boys instead of journeymen; which sum, it must be remembered, is exclusive of the ordinary profit of the employers. With such an immense fund as this at his command, what will prevent the proprietor of this institution from reducing the present prices of the employers to such a standard as must compel them to close their respective offices? An entire monopoly of the business according to the ordinary operation of trades, will thus be effected, unless similar institutions are established by the employers generally, which must ultimately take place if the present institution shall go into successful operation.

But the injury which the Washington Institute is calculated to inflict upon the interests of the journeymen, as well as upon the printing business generally, is, to us, one of its most objectionable features. The very first step in its career thrusts the great body of the journeymen from its proprietor's employment: and if the principles upon which it is founded should obtain throughout the country, the very name of a journeyman printer would be unknown, or known only as a title of reproach and degradation; and a large body of men who now depend upon their labor as journeymen for the support of themselves and their families must seek new channels for the prosecution of labor, or be exposed to all the miseries which attend the want of employment.

The extent of distress, however, which would fall immediately upon the journeymen, by the successful prosecution of this institution, great as it undoubtedly will be, would be even less than that which must be felt by the pupils themselves, when they become of age, after the institution shall have numbered a few years in its existence. The sphere in which they were designed to be placed having been abundantly supplied by their predecessors, they will be launched forth into the world with but little regard to the direction which they may pursue. We will suppose what is very improbable that each one of them will be seriously disposed to commence the business he has learned, or some other. He would first attempt most probably, to embark in his own business. He looks around him in the city in which he has been educated, and finds every avenue to its successful operation already filled; he goes abroad from place to place, but everywhere finds the opening so small that his limited means and experience can not push him through. Thus in fruitless attempts to enter his profession, he gradually sinks the small capital which was loaned to him at the period of his graduation. And now, what is his condition? What has he gained by the labors and studies of his boyhood? The money which he possessed, and for which he is amenable to the law, is gone! He can not enter his business as an employer, and there are now no journeymen printers—the baneful school which generated him having destroyed their occupation. The business which he has learned is now, for all practical purposes, altogether useless to him; and he now finds too late for any efficient remedy, that, if he wishes to be numbered among the honorable of the land, he must begin the business of life anew!

That this picture will prove to be a true one, we confidently believe. Can parents or guardians, then, lend their aid to the establishment of this institu-

tion, by enrolling their children, or others, under their charge, on the list of its incumbents? Are you willing that the children, for whose future welfare you are responsible, in so far as giving its proper direction to their early career can make them so, shall waste the prime of that period of life which the God of nature evidently designed for instruction, in the attainment of the knowledge of a business which they can never pursue or, if pursued, pursued under the tremendous disadvantages which must necessarily result from a competition with the myriads of their fellow-graduates—a disadvantage which will be daily growing worse, and which must ultimately overwhelm them in ruin.

In every view which can be taken of this institution, it is strongly objectionable; and it ought not, we think to go into operation. What means then can be used consistent with the spirit of the laws, to prevent its organization? The society is perfectly aware of the delicacy of the situation in which circumstances have placed it. It knows very well that there is no law for the protection of the occupation of the laboring community. The rights of journeymen, and of the working classes generally, have, indeed, been wonderfully overlooked or disregarded in the United States. A high state of prosperity, necessarily accompanying the prosperity of the country has hitherto, no doubt, caused them to overlook those rights, which, in other countries, have long since received the protection of the laws. All combinations, where the rights or property of individuals are intended to be operated upon, we are compelled to acknowledge, are founded in a principle which is erroneous; but it is surely the duty of a good government to prevent their occurrence, by extending the powerful hand of the law to the protection of those interests which are now altogether unguarded. The occupation of the journeyman is, with a very few exceptions, his only estate; it is to him as invaluable in a certain sense, as the property of the rich man; it enables him to live, to support his family, and to lay by the means which shall support him in sickness, or when the withering hand of age shall be laid upon him. It is, indeed, a species of property; and as such demands the protection of the laws. Combinations amongst the working classes, it may be confidently asserted, would never take place, if their employment were protected by law; and where they do occur, are but the necessary consequence of keeping that employment out of the pale of the laws.

One of the main objects for which government was instituted amongst men, is the security of property. The laws which guard it, where it is guarded at all, are even more comprehensive than those which protect life. The homicide, by crossing the boundary line of his country, is, in the eyes of the laws of the country in which he has taken shelter, a guiltless man; but the debtor may seek refuge amid the glaciers of Switzerland; bury himself beneath the snows of Siberia; or hide in the jungles of India; he is everywhere insecure—everywhere the debtor, while within the boundaries of civilized society.

Comprehensive and extensive indeed are the laws which secure to the citizen the inviolability of his property. After the journeyman has earned \$10, the powerful hand of the law secures it to his use; but the means whereby he earns that sum are left entirely unprotected. His business, to learn which he has devoted the whole period of his minority, may be entered, to his exclusion, by anyone and at any moment, and is constantly liable to innovations destructive to its very existence; in proof of which the organization of the Washington Institute need only be named. The impotency of the laws, in regard to this subject being thus manifest, what course is left for this society to pursue, with an evil of such fearful magnitude hanging over the vocation of its members? The dangerous hand of empiricism is tampering with the best interests of their profession; and can it be expected that they will stand tamely by, the silent spectators of its overthrow?

Fellow-craftsmen of the union! It is in your ears, then, that this appeal must sound loudest and strongest. Without your powerful aid, the Washington Institute, and the principles upon which it is founded must be fastened upon us! There are no means of escape from the crisis which awaits us—it must be met, and met fearlessly, whether in the conflict we survive or fall. Repeatedly have we implored its principal to abandon his enterprise, but we have asked in vain. The organization of the institution has already commenced, and without a prompt and vigorous effort, united as one man throughout the whole union, boys will usurp your places, and our honorable occupation will be numbered among the things which are gone. Can you—will you submit to this humiliating condition? Shall a single individual, not numbered among you as a practical printer, who, since he has been connected with the business in this city, has, at different periods endeavored to reduce, and in one instance has actually reduced the price

of your labor, and who, in his intercourse with those in his employ, has, on some occasions, conducted himself toward them like the master to the slave—shall Mr. Duff Green be permitted, without an effort from you to prevent it, to establish the Washington Institute—the last, most effectual and most deadly blow at the interests of your profession?

Aside from your pecuniary interests, which this institution is intended to subvert, have you not the feelings of printers for the honor and character of your profession, which it is also calculated to destroy? You are, to a certain extent, responsible for the character of the American press:—as practical printers you are the natural guardians of its liberty; its purity and its honor—will you then lend your aid in establishing this manufactory of editors—pensioned conductors of that press, the integrity of which it is your interest as well as your duty, should all other classes of society desert it, to uphold and maintain with jealous regard and sleepless vigilance?

And now, fellow-craftsmen in concluding this appeal, we ask your united co-operation in the attempt which will be made by the printers of Washington to discountenance this institution. Lend not your services to its principal as instructors or teachers of the institution. This negative part is all that is now required of you. By a contrary course, at the present moment, you may become the unwilling instruments of its successful organization, and in after years, when you come to partake of its bitter fruits, the mortifying reflection that you contributed to the establishment of the institution will goad you; for its organization will be, in part, your own act, if by no timely interference to turn aside the blow you suffer it neglectively to fall upon you.

PROTEST OF PRINTERS ASSEMBLED IN PUBLIC MEETING, 1834.

PROCEEDINGS of the meetings of the printers of the District of Columbia relative to the Washington Institute, a school about to be organized in the city of Washington by Duff Green; which proposes to substitute, in the printing business, the labor of boys for that of journeymen.

At a meeting of the printers of the city of Washington, held on the 19th of August, of which Mr. A. F. Cunningham was appointed chairman, and Mr. James F. Haliday, secretary, the following resolutions were adopted:

"Resolved, That it is recommended by the printers of this meeting, that there be called, on Friday evening next, 22d instant a general meeting of all the employing and journeymen printers of the District of Columbia, at the City Hall, at 7 o'clock p. m., for the purpose of taking into consideration the proposal of General Duff [Green] for the establishment of a manual-labor school, entitled by him the "Washington Institute."

"Resolved, That the proceedings of this meeting be signed by the chairman and secretary, and that the publishers of the newspapers of this district be requested to publish them.

"A. F. CUNNINGHAM, *Chairman.*

"JAMES F. HALIDAY, *Secretary.*"

MEETING OF THE PRINTERS OF THE DISTRICT, AUGUST 22.

In pursuance of the above call, the largest meeting of printers (about 300) ever convened in this city, was organized in the council chamber, City Hall, Mr. A. F. Cunningham being called to the chair, and Messrs. J. T. Towers and J. F. Haliday, appointed secretaries.

On being conducted to the chair, Mr. Cunningham said:

"In taking the chair this evening to preside over this enlightened meeting, I feel much my own weakness, and solicit the indulgence and aid of every gentleman, in preserving order and decorum. I trust that no expression will be allowed to escape from the lips of any which will cause regret on the morrow. Let cool judgment preside over your minds, and direct your councils. The object we have in view may not be accomplished in a week nor a month; let us therefore so act that we may hold out to the end. This meeting is for the purpose of taking into consideration the proposed plan of Gen. Duff Green to establish a manual-labor school, in pursuance of a call which has been published in some of the daily papers, emanating from a meeting held on Tuesday last, in this city. The meeting is now organized, and waits for your action."

On motion of Mr. E. B. Robinson, a committee of five was appointed, consisting of Messrs. E. B. Robinson, G. C. Smoot, John Finch, Z. Wade, (of Alex-

andria) and W. W. Curran, to draft resolutions, expressive of the views of the meeting. After being absent for the space of half an hour, Mr. Robinson, in behalf of the committee, presented the following preamble and resolutions, which were read and unanimously adopted.

"Whereas, a plan is proposed by Gen. Duff Green, editor of the United States Telegraph, which, if carried into execution, must vitally injure the interests of the profession, and tend to the depreciation of prices, so much so that no other employer can compete with him, and must finally throw the youth, who may be taught in his institute, upon the world, without labor, and consequently, without support; And whereas, self-preservation being the first law of nature, the journeymen printers feel it incumbent upon them to take such steps as will prevent the consummation of an oppressive monopoly, that is designed to ruin them and their families, by depriving them of all chance of participating in the benefits which flow from the public printing, the prices for executing which were based on the wages paid to the journeymen, and which was never contemplated by Congress should be performed by any other than them; And whereas, the benefits which General Green contemplates will accrue to the boys who shall be educated in his proposed institute can never be realized to them, nor redound to his honor or profit, the printers feel it their duty, understanding the subject as they do, to use their best endeavors to warn him of the evils which await his undertaking, and to dissuade him from farther prosecuting a scheme which must forever break up the friendly relations that have heretofore existed between him and them; and they feel sanguine he will relinquish it, when he is made aware that the "little community" which claimed so much of his solicitude a year ago, will be scattered and left destitute, in order to make room for another and an untried "community" which must carry ruin and disgrace with it to those who may foster and uphold it, and finally wither and become extinct; but if he be determined to persevere, they feel it their solemn duty to protect themselves, by using every legitimate means in their power to prevent him from accomplishing his ruinous and ungenerous design.—Therefore,

"1. *Be it Resolved*, That as journeymen printers, we feel deeply interested in all movements of the employers which have a tendency to injure the business, and look upon the prospectus lately issued by Gen. Duff Green as going directly to destroy the profession to which we belong.

"2. *Resolved*, That a committee of seven be appointed to draft an address to the people of the United States, giving a full exposé of his connection with the press in this city, and the probable result of his institute, the very elements of which are fraught with destruction to the independence of the present printers, and which has for its object the prostration of the minds of the future guardians of the press to the dictation of one man."

[The chair appointed as the committee under this resolution, Messrs. J. Clephane, G. C. Smoot, J. Stockwell, W. W. Curran, E. B. Robinson, John Finch, and E. Laporte.]

"3. *Resolved*, That we believe it will be impossible for Gen. Duff Green to prosecute his theory without the patronage of the Government; and that should he remain determined to go on, the committee be authorized to draw up a memorial, which shall be sent to every town and printing office in the United States for signatures, praying Congress to withhold their patronage from a man who is only desirous of self-aggrandizement, and of breaking down that spirit of equality which has always characterized the journeymen printers and their employers, by the erection of an odious monopoly in the heart of the country, that shall be sustained by the Congress of the United States.

"4. *Resolved*, That we will, individually, do all in our power to aid the committee in carrying into effect the foregoing resolutions; and we do hereby pledge ourselves to sustain each other in all legal steps which may be taken to circumvent the scheme that is intended to deprive us of our living, by taking from us the means of pursuing our profession.

"5. *Resolved*, That having the fullest confidence in the Columbia Typographical Society, we pledge ourselves, to the extent of our ability, to aid it in the measures it has already taken, or any other it may think necessary to adopt, in order to defeat the establishment of said 'Manual Labor School, or Washington Institute.'

"6. *Resolved*, That we request the cooperation of all the printers, both employing and employed, throughout the United States, in discountenancing the establishment of the Washington Institute.

"7. *Resolved*, That every journeyman printer who shall be known to aid or instruct in any manner, any apprentice in the said institute, be held up to universal contempt by the printing community throughout the United States.

"8. *Resolved*, That all reasonable expenses to which the committee may be subjected, shall be defrayed by the members of this meeting, who cordially pledge themselves to contribute their quota whenever called on."

Mr. Baldwin offered the following, which was unanimously adopted:

"*Resolved*, That the thanks of this meeting be tendered to Reuben Burdine, esq., for procuring the use of the council chamber for the accommodation of this meeting."

On motion of Mr. G. C. Smoot, it was

"*Resolved*, That the secretaries forward a copy of the proceedings of this meeting to Gen. Duff Green, and to every typographical society in the United States."

On motion of Mr. Pratt, it was

"*Resolved*, That the proceedings of this meeting be signed by the chairman and the secretaries, and that the newspapers in this District, and throughout the United States, be requested to publish them."

"A. F. CUNNINGHAM, *Chairman*.

"JNO. THOS. TOWERS,

"JAMES F. HALIDAY,
Secretaries."

ADJOURNED MEETING.

An adjourned meeting of the printers of the District of Columbia, was held (pursuant to public notice) at the aldermen's room, City Hall, on Tuesday evening, 2nd September.

The proceedings of the last meeting having been read, the chairman presented the following communication:

Gentlemen: In perusing General Green's answer to the protest of the Columbia Typographical Society, your chairman noticed a reference to a part of the proceedings of the journeymen printers held on the 22d ultimo, which is erroneous, both in letter and in fact, which, as your chairman, he has thought it his duty to bring to your notice, that publicly it may be denied. General Green insinuates throughout his answer, that we are actuated in this measure by others behind the scenes, who are his competitors for the Senate's printing. This insinuation is all we could expect from an individual who has proclaimed the men by whom he has become enriched "ignorant journeymen." We throw back the charge, and inform him that, however others may be induced to sell themselves for gold, the members of this meeting, although united as one man to stay the hand of encroachment and oppression, are composed of political materials too various to be dictated to by any individual.

General Green also takes exception to some remarks made at the late meeting of this body, which, according to your order, were published as part of the proceedings of this meeting, and after giving the names of several Catholic clergy, says that he "makes this correction, that the meeting may revise the published account of their proceedings." Believing that the meeting intended doing justice to all, your chairman conceived it to be his duty to call on such authority, referred to by General Green, as his time and means permitted. He did so, and has to state, that at first, the gentlemen referred to were struck with the plausibility of his plan, and looked upon it with favor, but that they never approbated it; that each hour's reflection on his scheme convinced them that it was fraught with incalculable evils to all whom General Green designed to employ; and that instead of proposing to engage them in the female labor, "necessarily employed in so large an establishment," the idea conveyed to said clergy was, that the children were to be taught in the art and mystery of the male labor of a printing office.

The committee appointed at the last meeting to draft an address to the people of the United States, submitted the following, which was unanimously adopted:

TO THE PEOPLE OF THE UNITED STATES.

Believing that, in the history of the press in this country, there never was a more critical period than the present, whether as it respects the freedom of the people, or the liberty of the press itself, this meeting, impressed with the importance of the subject, have considered it their duty to address their fellow-citizens

throughout the Union, and to lay before them a development of the plan by which their interests are about to be affected. Upon us, as printers, the immediate injury will fall; but we will not be the only victims of this innovation, for, from the many ramifications of the scheme we are about to examine, it will appear that injury, more or less, must accrue to the whole community. In corroboration of the above, we lay before the public, in the spirit of truth and candor, the following brief statement of facts.

Gen. Duff Green, Printer to the Senate of the United States, and editor of the United States Telegraph, is about commencing the erection of a manual-labor school in this city, under the name of the "Washington Institute," in which he proposed to bring up 200 boys, continuously, to the printing business, and to educate them accordingly, by their own labor. This he means to do under the specious pretext of "regenerating the morale of the American press;" with which he has been but a few years connected and who has but a superficial knowledge of the art, or the men employed by him in the business. Yet he pretends to have discovered a radical defect in its management; and by a pompous prospectus, he endeavors to enlist the sympathies of the people in his behalf, in order to enable him to accomplish his purpose.

The great tendency of this scheme will consequently be, the prostration of the journeyman, and to deprive him of the just fruits of his labor, the only inheritance of which he can boast; and by creating a monopoly, to turn to his own advantage the profits of the printing, publishing, and binding of this District, thus destroying those now engaged in business, and throwing all those branches of the profession under the sole direction of one man—a thing much to be deprecated at all times; "and though printers are but men" and must yield to the pressure of circumstances, yet the man may burst forth in the printer, and, proudly feeling his right to liberty and equality, he may spurn the attempts of any individual to lay him under restraint or coercion, or deprive him of the means of existence. This is not the only evil to be apprehended. It portends incalculable dangers, as we believe, to the liberties of our country. When innovations of this nature upon our long-established customs are proposed, they are sufficient to awaken our fears, and to arouse us in defense of those blessings which we have long enjoyed, and which have so essentially conduced to the prosperity of this favored country.

The Columbia Typographical Society has already issued a protest against this encroachment upon their rights, in which they have fairly exhibited the injurious consequences which must result to the community, as well as to the printers. We heartily join them in their reprobation of this singular and unprecedented theory. It is not for us to dictate to any man what course he ought to pursue, or to set limits to the field of his action, whether his efforts be directed to the forwarding of his own interested views, or to the line of conduct which he may adopt for himself; but we do contend, that we have an inalienable right to protect ourselves and our interests from encroachments of any and every kind, and to sound the alarm when we apprehend danger.

It is not to be disguised, that the motive for establishing this school is of a "peculiarly" political character. This may be drawn from the whole tenor of the prospectus. Although pains have evidently been taken to clothe it in ambiguous language, so as to leave it liable to different interpretations, yet to those who are acquainted with the nature of the undertaking, as well as with the former views of General Green, it is as clear as noonday, and capable of easy demonstration. There is no better way to arrive at the truth of the problem, than to trace up the chain of events which led to the point at issue. As far back as 1828, General Green communicated to his then partner in business, that he intended to have his work performed by boys, by which means he would be enabled to carry on his business at a cheaper rate than those who employed journeymen. Indeed, General Green's course, since his connection with the press, in this city, in 1826, has been one continued effort of innovation; and to get his work done at a less price than the established tariff, appears to have been, as it is now acknowledged to be, his great desideratum.

The brief history of that connection follows: The Washington Gazette for a long time printed by J. Elliott, was purchased by the party opposed to John Quincy Adams, for the main purpose of opposing his reelection. That paper was discontinued, and the United States Telegraph was established. About this period General Green made his appearance in Washington. He immediately became acquainted with the selected editor, Mr. J. S. Meehan, a man of unquestionable integrity, of respectable talents, and possessing a thorough knowledge of the printing business, both in theory and in practice. Through

this means General Green soon became acquainted with the leading members of the Jackson party, and proving his ability to take charge of such an establishment, by his contributions to the editorial department, he very soon superseded Mr. Meehan, and became the sole editor and proprietor. Nothing, however, could be inferred from hence that Mr. Meehan was not willing that the change should be made, or that every measure thereof did not meet his cordial approbation. No circumstance worthy of note took place, until the winter of 1827-28, when the party in the Senate opposed to Mr. Adams, and in favor of the election of General Jackson, united and elected General Green printer to that body. Shortly after this event, General Green appears to have conceived the idea of reducing the prices paid for labor, and also of reducing the expenses of his office by the introduction of boys, which he increased by the latter part of the year 1828, to the number of 30 or 40.

The allurements of education, and the great personal advantages were then as now, held out to them. They were told that a library would be procured for their use—that instruction would be given them in the professional departments; and that, by the expiration of their term of service, they might, by study and attention, fit themselves either for editors, doctors, or lawyers.

This system was indeed commenced. Each boy was required to write a treatise upon some subject; and one evening in each week was set apart for receiving those productions, and passing judgment upon their merits. This was continued for a short period; but his plan for raising a library failing, the scheme was abandoned.

General Green's plan for raising a library for the use of the boys, was as singular as it was novel—no other than that of laying a tax of 25 per cent on that part of the wages of the journeymen, denominated "overwork." General Green, who never willingly abandons a position once taken, discovering that the prices paid for overwork were greater than what the journeymen could actually claim by their tariff of prices, reduced that item from 20 (a price still willingly paid by other employing printers in this city), to 16½ cents per hour, pro rata with their weekly wages which is \$10 per week, thus exultingly putting in his own pocket what had been denied him to raise a library. About the same period of making this encroachment upon the journeymen, he attempted to reform his boy system. But such of the boys as considered his reform an innovation upon the contract by which they had entered the office to the number of between 19 and 20, (with but one solitary exception) left his employ. By this scheme General Green met heavy loss; for before an understanding took place, the most valuable portion of them had engagements elsewhere.

He did not stop here, for during the last winter, even the females in his office felt the weight of his economizing schemes.

General Green states, in his attempted reply to the protest of the Columbia Typographical Society, that no person who has ever been in his employ has lost a cent by him. The fact is, that during the past winter, he, so far from paying the females in his establishment, has reduced their wages below what is paid in every other office, from 20 to 40 per cent. thus extending his grinding oppression to those who have no protectors, and who can not help themselves.

It will not be amiss to notice here the circumstances of his proposals to several charitable institutions to obtain female labor for his office, as a substitute for that of men; and all under the ostensible object of performing a benevolent act: in this also he was disappointed.

The establishment of the manual-labor school is but a concentration of his various schemes to lower the prices of labor, in his establishment, and to add to his already enormous profits, a portion of the hard-earned pittance of the operative.

The amount of printing given to General Green by both Houses of Congress and the several departments of the Government since his connection with the press, has been unparalleled in the annals of this country; and we venture nothing in saying, although the exact amount can not be ascertained, that his actual profits therefrom does not fall short of \$300,000; and that notwithstanding his reiterated declarations, that he pays too much for labor, and that the wages paid to journeymen are too high, no printer in this or any other country has ever realized the same profits in the same period of time, from the same number of hands.

Had we been satisfied that his motive in establishing this school was either patriotic or philanthropic, not one opposing word would have escaped our lips. But we can not shut our eyes to the fact, that this institution calls for no personal or pecuniary sacrifice. He proposes to sustain it by the labors of the

students, without expending one cent of the profits of the works to be executed by them. This fact must show that benevolence has no share in the plan designed. Where or when did pure philanthropy barter its sympathies for gold? Did a real benefactor of mankind ever distribute charity with one hand, and grasp at gain with the other?

From what has been above stated, we leave it to the public to say, whether it be not plain that monopoly of some kind is in view, to drive competition out of the market, and by this means to effect the ruin of the workman. And we ask whether it be consistent with the feelings of human nature, calmly to survey the approaching ruin of ourselves and our families, or to sit contented under the caprice of a destroyer of all our comforts and happiness? The world will never believe, that by ruining the present generation, he will benefit the next; or that he who educates the son and starves the father, is a true benefactor. Should this plan of General Green prove successful (which we believe will not be the case), where would be found the individual capital sufficient to sustain itself against such fearful odds? The same system must be adopted by others, and the productive classes, already sufficiently numerous, would become too abundant to insure public safety. Casuistry may discredit our reasoning, and sophistry may be used to our disadvantage; but we appeal to the plain understanding of every honest man, and request an attentive and unbiassed perusal of the prospectus itself.

Let us examine his plan as we may, in every line we see something militating against the interests of our country. What must be the surprise of the freemen of America, to be told of this man, and at this late day, that we, the "people," are incapable of self-government; and that our press, which has so long sustained our liberties, is radically diseased? Is General Green the man to correct this radical defect?—he who tells the public that his connection with the press commenced so recently, and who, till 1823, had, perhaps, never been within the walls of a printing office; and who, to this day, has but a vague and theoretical idea of the business? Does he pretend to say that he has been favored with some divine inspiration—some talismanic power? That he, a stranger to the profession, has discovered the ignorance of the men who conduct it, and can apply the remedy? Why the very means which he proposed to use, show how little knowledge he has of its operation. For instance he has enumerated various comprehensive works for publication, and would induce belief that those who take a share in their composition must thereby have a knowledge of their contents. Now the contrary is the fact; for articles, of any length are divided into various parts, and each compositor is furnished with a small portion; which instead of giving him any information on the subject, tends, if it have any effect at all, to obscure its sense and create false impressions. But General Green is to "elevate the morale of the press." How? By establishing a system of ethics for its government—to educate boys to be its rulers and governors, and to dictate to printers what they shall do! Thus hoodwinked, we are to submit to students of this institution, and to receive lessons in politics and morals from the regenerated press! Strip the language of the prospectus of its ambiguity, and the above is the interpretation of it.

We seriously believe that some political movement is at the foundation of this embryo school. Look at the facilities which the plan would throw into the hands of a political partisan, to enable him to have overwhelming influence on elections. Suppose, for example, he wished to control the elections of any particular State, he might establish as many presses in that State as he chose, at a very trifling expense, because the boys labor for the money for this purpose, and are by pecuniary ties bound to obey his orders, or be thrown destitute upon the world, being rendered obnoxious to his powerful institution. Still farther, we are convinced that this is the real motive of this institution, from the fact that large numbers of his prospectus have been circulated in the South, amongst those who lean to the same political principles that General Green advocates, while the vast North and West have not even heard a whisper from him of this regenerating press school.

Next to liberty, we value the profession we have adopted; and we shall use our best endeavors to maintain it in its purity and in its freedom. Never, we hope, will it be under the control of any one man, however great or wealthy he may be. The march of mind will regulate the emanations of the press; and if this projector has the welfare of the country at heart, much better would it be to leave it where he found it,—in the hands of the "schoolmaster," whose exertions only can regulate the "morale" of the press. The press is but the mirror of the mind; it no more than reflects the image which is placed before it, and exhibits

it for the public benefit. General Green may be a profound politician; but, as a political economist, he betrays his ignorance in his plan of education. The plan of the institute has a specious aspect. It promises to give constant employment and a thoroughly classical and scientific education to 200 boys, who are to defray the expenses of their board, education, and clothing, and even medical attendance, by their own labor, and when free, to have placed to their credit \$728 each. What a beautiful picture of benevolence is drawn here! But how is the fact? The boy is to labor mentally and physically, for thirteen hours each day—three hours more than the regular time of work. He is to earn, out of journeymen's rate of wages, \$2 per week, after paying all expenses, which \$2 are to be deposited in a fund till he is 21 years of age; and then what is to be done with it? Given to the freed student, to enable him to commence business? No! It goes to the coffers of the principal of the institution, who realizes, by this means, in seven years, \$145,600! There is a provision, indeed, by which this sum may probably be loaned to the students, to be paid back in small annual installments, when a "prudent investment" may offer. Thus the General is the judge and disposer of the fund—he may lend it or not—he may refuse or accept securities, just as the investment may suit his pleasure. Does it look like a benefaction to withhold from the boys all the earnings of their industry? Why not place it, bona fide, to their credit, when of age and allow them to follow the bent of their own inclinations? But it will be seen that the independence of the pupil is not his object; but, on the contrary, to secure the lasting dependence of the youth upon him, that he may direct his labors to the advancement of his own particular ends, whether political or mercenary.

General Green labors to impress on the public mind, that the printer must be ignorant, from being brought into the office as a "devil"—a "mere drudge"—"an errand boy"—"to do the menial services of the establishment." This low sarcasm is unworthy of a serious reply. But we would tell him, that the day has gone by when servitude of this kind was exacted from the youngest apprentice—and tell him, too, that no corporal punishment is put in practice in any office—a circumstance which he must have known. To talk of substituting "solitary confinement" for flagellation, is so ridiculous, that we deem it unworthy of serious consideration.

General Green, has, in public and in private, asserted that the press of this country was a disgrace, owing to its being conducted by "ignorant journeymen printers;" and he proposed at the anniversary supper of the Typographical Society, in January last, to regenerate it by the institution which he was then about to set on foot. He said, in proposing this institute, that his object was not to realize anything from it; that his highest ambition was to record his name as a public benefactor, and after he was dead to be placed in a plain cemetery, with a marble slab thus inscribed: "Here lies Duff Green, the Regenerator of the American Press," or in other words, more beautifully described by the poet:

"When he dies, he'll leave a lofty name,
A light and landmark on the cliffs of fame."

Those present felt the audacity of this remark, though not a harsh word was used while they considered him their guest; but they took immediate steps to repel the indignity offered to them, which were arrested by his having authorized an individual to recall his words, and to state that he was ashamed of his language, and that it was not his intention to have offended the gentlemen present. The apology was accepted; but the quiet which has reigned from that time has emboldened him to come forward and publish his prospectus to the world.

As another method of elevating the "morale of the press," he says, "One great object has been to enlist in aid of the institute the great interests of society, and to connect it with each, by the publication of a paper deserving their continuous support;" and he has connected the United States Telegraph with the "interest of politics," which paper has been long under his control, and we leave it to the people to say, how much it has contributed toward redeeming the fallen morality of the press.

We feel it our duty as American citizens, having the interest of our country at heart, to warn the parent and guardian of youth of the error which they are likely to fall into, by sacrificing the liberty and happiness of their charges, and being led away or infatuated with General Green's project, which, if it could be successful, would tend to lower the press in the estimation of the people, by inculcating doctrines which are calculated to destroy the vital principles of our free institutions.

In closing our address, we would call upon the printers throughout the United States to examine the prospectus for themselves—to consider the motives which could induce any man to engage in such a scheme as “regenerating the American press,” under the flimsy pretext of the low estimation in which it is held on account of being under the control of “ignorant printers.” In contradistinction to this, we place the press conducted by practical printers far above the whole mass of those ephemeral papers that are sustained by party. We call upon you as printers, as freemen, to rally round the shield of our liberties, to protect it in its republican form, its purity, and its privileges, and to frown into insignificance the man who is base enough to use it for the degradation of his fellow-beings. The Rubicon is passed, and we now proceed to the object we have in view—to protect our rights. No political motive urges us on: we merely desire to maintain those rights of equality which are intrusted to our care, and to keep and protect them unsullied. To you we look for an approval, and friendly cooperation in our exertions in resisting the encroachments of power, and we shall never flinch from the duty we have imposed upon ourselves. The freedom of the press must not be touched by unhallowed hands. We conjure you by all that is dear, not to suffer our efforts to be paralyzed by apathy.

The following letter was received from the Baltimore Typographical Society:

BALTIMORE, September 1, 1834.

“To the Printers of the District of Columbia:

“GENTLEMEN: The proceedings of the meeting of the printers of the District of Columbia, held in the city of Washington on the 22d ultimo, relative to the infamous project of Gen. Duff Green, was laid before the Baltimore Typographical Society, at its meeting on Saturday last, and they came to the conclusion that a general meeting of the printers of this city should be held for the purpose of taking the subject into consideration on Saturday evening next. We have no doubt, from the spirit manifested upon the reading of the proceedings, by the members of the Baltimore Typographical Society, that you may rest assured you will receive the aid, countenance and support of the fraternity in this city, in your just and laudable effort to put down this scheme of Duff Green’s; a scheme which, if suffered to be brought into existence and complete operation, will do more to injure the journeymen and employing printers of the United States, than any that has been thought of since the days of Faustus.

“We only wish, gentlemen, you could have been present at our meeting, and have seen the spirit that was manifested, and the determination, as far as in their power, and is compatible with the laws of our country, to nullify the ungracious, ambitious, and ungenerous designs of said Duff Green.

“Gentlemen, wishing you, and all of us, success in the cause in which we are mutually engaged, and hoping our efforts may be crowned with success, we subscribe ourselves,

“Yours, in fellowship,

“JOSIAH BAILEY,

“J. N. MILLINGTON,

“THOS. R. GEDDES,

“Committee of Correspondence.”

On motion of R. H. Pratt it was

“Resolved, That the thanks of the journeymen printers be tendered to the editors of the Globe and American Mechanic, for publishing their proceedings, and to the editor of the Alexandria Gazette, for his able defense of those proceedings.”

On motion, it was

“Resolved, That the chairman and secretaries be authorized to call a meeting of the printers of the District of Columbia, when, in their opinion, circumstances require it.”

On motion, it was

“Resolved, That the proceedings of this meeting be signed by the chairman and secretaries, and that the newspapers in this District, and throughout the United States, be requested to publish them.”

A. F. CUNNINGHAM,

Chairman.

JNO. THOS. TOWERS, }
JAMES F. HALIDAY, } *Secretaries.*

APPENDIX B, NO. 1.—SCALE OF PRICES ADOPTED OCTOBER 7, 1815, BY THE NEW YORK TYPOGRAPHICAL SOCIETY.

COMPOSITION.

1. All works in the English language, common matter, from English to minion inclusive, 27 cents per 1,000; in nonpareil, 29 cents; in pearl, 37½ cents; in diamond, 50 cents; in all cases headlines and directions, or signatures and blank lines to be included. An odd en in width or length, to be reckoned an em; if less than an en, not to be counted.
2. All works done in foreign languages, common matter, to be paid ¼ cents extra per 1,000 ems.
3. Works printed in great primer, or larger type, to be computed as English.—script, 30 cents per 1,000.
4. All workmen employed by the week, shall receive not less than \$9 in book offices and on evening papers, and on morning papers not less than \$10.
5. Works done in the English language, in which words of Greek, Hebrew, Saxon, etc., or any of the dead characters occur, should they average one word per page, it shall be considered sufficient to become a charge, which shall be settled between the employer and employed.
6. Works done in Hebrew and Greek, without points, shall be paid 15 cents per 1,000 ems higher than common matter; with points, to be counted half body and half points, and paid double.
7. That making-up a set of furniture for a work of five sheets or under, if an octavo, be paid 25 cents. All other impositions to be 3 cents extra, progressively, in proportion to the size—a single form shall constitute a set.
8. Works done partly in figures and partly plain, such as arithmetical works, etc. to be paid 30 cents per 1,000 ems. Rule and figure work to be paid double.
9. Broadslides, such as leases, deeds, etc. done on English or smaller type, to be paid 27 cents per thousand ems. Play bills, posting bills, etc. to be paid for at the rate of 15 cents per hour.
10. Algebraical works, or those where characters of music are the principal part, and works composed principally of medical, astronomical, or other signs, to be paid double.
11. Time lost by alteration from copy, or by casing or distributing letter, to be paid for at the rate of 15 cents per hour.
12. All works composed from manuscript copy, 2 cents extra.
13. Side, bottom, or cut-in notes, to be agreed on between the employer and the employed.

PRESSWORK.

1. Bookwork, done on brevier or larger type, on medium or smaller paper, 33 cents per token; on smaller type, 35 cents. Royal paper, on brevier or larger type, 35 cents per token; on smaller type, 37½ cents per token. Super-royal paper, on brevier or larger type, 36 cents per token; on smaller type, 39 cents per token.
2. A token of paper, if on bookwork, to consist of no more than 10½ quires; and if on a daily paper, no more than 10. For covering tympan, 37½ cents each; tympan and drawer to be considered as two.
3. Jobs, folio, quarto, etc. to be paid 33 cents per token.
4. Cards, if 100 or under, 30 cents; for each additional pack, if not more than 5, 12½ cents; if over 5, 10 cents.
5. Broadslides, on bourgeois or larger type, 45 cents; on smaller type, 50 cents per token.
6. Three cents extra to be paid on forms containing wood engravings.
7. No journeyman working at press on a morning daily paper, shall receive a less sum than \$10 for his weekly services; nor those on an evening paper a less sum than \$9. If the quantity of work should exceed 8 tokens per day, the whole to be charged, if on a morning paper, at the rate of 45 cents per token; if an evening paper, 40 cents per token. Daily papers not exceeding 6 tokens per day, if a morning paper, \$9 per week, if an evening paper, \$8 per week.
8. All works done on parchment to be settled between the employer and employed.
9. Working down a new press to be settled between the employer and employed.

10. If at any time a pressman should be obliged to lift his form before it is worked off, he shall be allowed 33 cents for the same.

11. A pressman shall receive, for teaching an apprentice presswork, for the first three months, 5 cents per token, and for the three months following, 3 cents per token.

PETER FORCE, *President*.

THOS. SNOWDEN, *Secretary*.

APPENDIX B, NO. 2.—LIST OF PRICES OF THE COLUMBIA TYPOGRAPHICAL SOCIETY, WASHINGTON, D. C., ADOPTED NOVEMBER 4, 1815.

COMPOSITORS.

During the recess of Congress, in book or newspaper offices, to receive not less than \$9 per week. During the session, in offices engaged on Congressional work, or in newspaper offices, to receive not less than \$10 per week, and \$1 for each and every Sunday.

By the piece.—For every 1,000 ems, from brevier to pica, 28 cents; for smaller letter than brevier, 33½ cents; on newspapers, not less than 30 cents per 1,000 ems; above pica, to be charged as pica.

Rule or figure work.—All common rule or figure work, from brevier and upward, not less than 45 cents per 1,000 ems; below brevier, 50 cents per 1,000 ems.

Rule and figure work.—All common rule and figure work, from brevier and upward, not less than 56½ cents per 1,000 ems; below brevier, not less than 65 cents per 1,000 ems; above pica, to be charged as pica.

For all foreign languages, printed in the Roman character, an addition of 5 cents per 1,000 ems.

All words printed in Greek, or other foreign characters, to be paid for at the rate of 60 cents per 1,000 ems.

Side notes to be calculated separate from the text.

An addition of 3 cents on each 1,000 ems for pronouncing dictionaries.

Alterations.—Compositors to receive, for alterations from copy, at the rate of 25 cents per hour.

PRESSMEN.

During the recess of Congress, shall receive not less than \$9 per week; by the piece, in newspaper offices, not less than 27½ cents per token, for royal or super-royal; nor less than 45 cents per token for imperial.

During the session, in offices engaged on Congressional work, or in newspaper offices, not to receive less than \$10 per week, and \$2 for each and every Sunday.

Paper.—Medium, and below medium, when the form consists of brevier, or larger letter, 33½ cents per token; below brevier, not less than 35 cents per token; royal and upward, on brevier or larger letter, not less than 37½ cents per token; all under brevier, not less than 50 cents per token.

Quarto, on medium paper, above 44 pica ems in width, to be paid as royal; octavo, above 24 pica ems, to be paid as royal; 12mo. above 21 pica ems, to be paid as royal; 18mo. above 17 pica ems, to be paid as royal.

Jobs not less than 35 cents per token.

Cards, for one pack, and not exceeding two packs, 35 cents; when exceeding two packs, to be paid at the rate of 15 cents per pack.

Broad-sides shall be paid for double, according to the size of the paper.

All work on parchment, if one pull, 6½ cents; if two pulls, 12½ cents.

For taking down or putting up a press, \$3.

For working down a new press, \$6.

For lifting a form before completed, 33½ cents.

For covering a tympan and drawer, \$1, or 50 cents for either.

When an alteration in a form takes place, each pressman shall be paid 16½ cents per hour.

No pressman shall teach an apprentice presswork, without the benefit of his work for 13 weeks, or half his wages for 6 months; nor shall he teach an apprentice who is more than 18 years old, and who is bound for less than three years.

APPENDIX B, NO. 3.—LIST OF PRICES OF THE BALTIMORE TYPOGRAPHICAL SOCIETY, ADOPTED JUNE 2, 1832.

COMPOSITION.

I. Works done in the English language, common matter, from pica to minion, inclusive, 25 cents per 1,000 ems; nonpareil, 30 cents; agate, 31½ cents; pearl, 33½ cents; diamond, 50 cents. The headline, with the blank after, and the foot line, in all cases to be counted not less than three lines; an odd en in width or length, to be counted an em; if less than an en, not to be reckoned.

II. Works printed in pica, or larger type, to be counted as if done in pica.

III. Works printed in Latin or Spanish, 3 cents extra per 1,000 ems; in French, 5 cents extra. Dictionaries in the above languages to be advanced as in Art. VI.

IV. Works in which Greek, Hebrew, Saxon or other foreign characters may occur, when they amount to one line per 1,000 ems, 2 cents extra, and in proportion for a greater or less quantity.

V. All works done in Greek and Latin, or Greek and English, to be charged a price and a half.

VI. English dictionaries, printed with figured vowels and accents, 5 cents advance; without figured vowels, but with accents, 2 cents advance. Geographical, biographical, and medical dictionaries, gazetteers, dictionaries of the arts and sciences, and works of a similar character, are not included in this article, unless they be attended with extra trouble, beyond the usual descriptive matter.

VII. Arithmetical works, 5 cents advance per 1,000 ems; rule work to be charged a price and a half; rule and figure work, double; algebraical works, and works composed principally of medical, astronomical, or other signs, to be charged double price.

VIII. Works done in Hebrew, without points, 15 cents advance per 1,000 ems; with points, (to be counted half body and half points) double price.

IX. Works done in Greek, without accents, 40 cents per 1,000 ems; with accents, 50 cents; the asper and lenis not to be considered as accents.

X. Spelling books, and works of that description, 5 cents in advance per 1,000 ems.

XI. Side and center notes in Bibles and Testaments, to be counted the full length of the page, (including the lead or one rule) according to the type in which they are set, and charged 5 cents extra per 1,000 ems. Cut-in notes in the above works to be cast up according to the type in which they are set, and charged a price and a half.

XII. Side notes, in law and historical works, to be counted the full length of the page, and charged according to the type in which they are set; and when cut into the text to be charged 4 cents extra per 1,000 ems.

XIII. Quotations, mottoes, contents of chapters, and bottom notes, in smaller type than the body, to be paid for according to the size of type in which they are set.

XIV. Works where the measure does not exceed 14 ems in width, to be paid 2 cents in advance per 1,000 ems.

XV. Time occupied by alterations from copy, or by casing or distributing letter not used by the compositor, to be paid for at the rate of 15 cents per hour.

XVI. When compositors, in book and job offices, shall be required to work after regular hours, they shall be allowed 20 cents per hour, or 5 cents advance per 1,000 ems.

XVII. All letter cast on a body larger than the face, to be counted according to the face of the type; and all letter cast on a smaller body than the face to be counted according to the body.

XVIII. For all matter made up and imposed by the employer, no more than 2 cents per 1,000 ems shall be allowed. The compositor in all cases to furnish the head, blank, and foot line, and count the same.

XIX. Making up a set of furniture, to be charged for by the time occupied, at the rate of 15 cents per hour.

XX. Compositors shall, in all cases, charge for every blank page at the end of a work imposed—each form to be graduated by the following rule: In octavo forms, if less than 2 pages, to be charged as 2; for 3 pages, 4 to be charged; for 5, 6 or 7, a full form, etc.

XXI. Compositors employed by the week shall not receive less than \$8 per week. Ten hours shall be considered a day's work in book and job offices.

PRESSWORK.

With balls or rollers before the press.

	Per token.
Medium and royal.....	\$0.30
Super royal.....	.37½
Imperial.....	.45
Job work.....	.33½
Broad-sides.....	.60

Cards, two packs and under to be considered a token, all over, 12½ cents per pack.

With rollers behind the press.

	Per token.
Medium and royal.....	\$0.25
Super royal.....	.25
Imperial.....	.27

All fine works to receive an extra price, to be determined by the employer and pressman, according to its quality. All book work under four tokens to be charged 2 cents extra per token.

All broadsides to be 45 cents per token.

Job work, 25 cents per token.

Cards, two packs and under, 25 cents; all over two packs, 10 cents per pack.

All colors to be charged double.

In all cases, where the employer finds the roller boy, 4 cents to be deducted on book or job work; on cards, 2 cents per pack.

Machine rollers.—Medium, four tokens or less, 30 cents per token; over four tokens, 27 cents. Other works in proportion. Fine work, extra price.

Lifting forms.—When there are not more than eight tokens, the pressman shall receive the price of one token extra for every form he shall be necessitated to lift.

Standing.—After a form shall have been put to press, the pressman shall receive 15 cents for the first half hour, and 20 cents for every subsequent hour that he is delayed by corrections or alterations.

Pressmen working by the piece, required to count the paper from the press, to be paid 2 cents extra per token.

Pressmen employed by the week to receive not less than \$8 per week. Ten hours shall be considered a day in book and job offices.

When pressmen, in book and job offices, shall be required to work after regular hours, they shall be allowed 20 cents per hour, or 4 cents extra per token.

Pressmen employed on morning papers, to be paid not less than \$9; on evening papers, not less than \$8 per week.

For covering tympan or drawer, 50 cents.

APPENDIX B, NO. 4.—SCALE OF PRICES OF THE TYPOGRAPHICAL ASSOCIATION OF NEW YORK, ADOPTED JUNE 15, 1833.

COMPOSITION.

1. Works done in the English language, common matter, from English to nonpareil, 25 cents per 1,000 ems; agate, 27 cents; pearl, 30 cents; diamond, 37½ cents. The headline, with blank after, and the foot line, in all cases to be counted not less than three lines. When a measure exceeds even ems in width, and is less than an en, an en only to be counted; but if an en, or over, to be counted an em. Where guard lines are required to pages, they shall be furnished by the employer in a solid shape, or shall be charged by the compositor.

2. Works printed in great primer, or larger type, to be counted as if done in English.

3. All jobs done in plain script, to be counted as English, and charged at 30 cents per 1,000 ems; those in analytical or combination script, on inclined bodies, to be counted as above, and charged 37½ cents.

4. Works printed in Latin or Spanish, 3 cents extra per 1,000 ems; in French, 5 cents extra. Dictionaries in the above languages to be advanced in proportion, as in article 7.

5. Greek, Hebrew, Saxon, etc., or any of the other characters not in common use, if amounting to one word, and not exceeding three words per 1,000 ems, to be charged 2 cents extra. Where the character is of a different size from the

body of the matter, and are to be justified in, they shall be charged 4 cents extra. All exceeding three words to be charged in proportion.

6. All works done in Greek and Latin, or Greek and English, to be charged a price and a half.

7. English dictionaries, printed with figured vowels and accents, 5 cents advance; without figured vowels, but with accents, 2 cents advance. Concordances, and works of a similar description, where figures and points predominate, or any work where capitals, small capitals, or italic, are profusely used, 3 cents advance. Where superior letters or references are used, as in Bibles, or works of that character, 1 cent extra per 1,000 ems, shall be charged. Geographical, biographical, and medical dictionaries, gazetteers, dictionaries of the arts and sciences, and works of a similar character, are not included in this article, except they are attended with extra trouble, beyond the usual descriptive matter.

8. Arithmetical works, 5 cents extra per 1,000 ems. Rule work, part plain and part figures, and figure work where no rules are used and figures are required to be placed in columns, to be charged a price and a half; rule and figure work, double. Algebraical works, and works composed principally of medical, astronomical, or other signs, to be charged double.

9. Works done in Hebrew, without points, 15 cents advance per 1,000 ems; when with points, the body and the points to be cast up each according to its size, and to be charged double.

10. Works done in Greek, without accents, printed copy, page for page, 37½ cents; other reprints, 40 cents per 1,000 ems; with accents 50 cents; the asper and lenis not to be considered as accents.

11. Church music, whether analytical or solid, to be charged a single price, according to the size of the type in which it is set. Piano music to be charged a price and a half, according to the size, except where it is condensed, when it shall be charged double.

12. Works done from manuscript copy, to be charged 2 cents extra per 1,000 ems, except foreign languages, which shall be 5 cents; printed copy, with frequent interlineations, to be considered as manuscript.

13. Spelling books, and works of that description, 5 cents advance per 1,000 ems.

14. Side and center notes in Bibles and Testaments to be counted the full length of the page, (including the lead, or one rule, which shall count at least one em) according to the type in which they are set, and charged 5 cents extra per 1,000 ems. Cut-in notes, in the above works, to be charged 4 cents extra each note, and the whole page to be counted as text.

15. Side notes in law and historical works, to be counted the full length of the page, according to the type in which they are set; and when cut into the text, to be charged 4 cents extra each note.

16. Quotations, mottoes, contents of chapters, and bottom notes, in smaller type than the body, to be paid for according to the size of the type in which they are set.

17. Works where the measure does not exceed 16 ems in width, to be paid 2 cents advance per 1,000 ems.

18. Time occupied by alterations from copy, by casing or distributing letter, not used by the compositor, or other work appointed by the employer, to be paid for at the rate of 15 cents per hour.

19. When compositors are required to work more than regular hours, they shall be allowed 20 cents an hour, or 5 cents advance per 1,000 ems.

20. All letter cast on a body larger than the face, (as bourgeois on long primer) to be counted according to the face; and all letter cast on a body smaller than the face, (as minion on nonpareil) to be counted according to the body.

21. In all cases where a companionship may deem it necessary that matter should be made up by one person, the compositors may either appoint, from among themselves, or authorize the employer to appoint, a person to perform that duty, on terms to be agreed upon between themselves and the person employed to make up: *Provided, however*, That no more than 2 cents per 1,000 ems shall be allowed to the employer for making up, imposing, taking the necessary proofs, and keeping the schedule.

22. When a compositor is required to take out bad letters, and replace them, in consequence of faults in the foundry, miscasts, or worn-out fonts, he shall be paid at the rate of 15 cents an hour.

23. For imposing forms, no more shall be allowed than 3 cents per page for quarto, 2 for octavo, 1½ for duodecimo, 1¼ for sexadecimo, and the like sum for

all forms of a larger number of pages—the compositor, in all cases, to lay the pages in regular order, or to be responsible for their being so done.

24. It shall be the duty of the compositor imposing, to take two proofs of each form. All proofs taken afterwards, shall be paid for at the rate of 8 cents each for letterpress forms, and for stereotype forms and small jobs, 2 cents each. When an extra proof, or proofs, are required by the carelessness of the compositor, they shall be at his expense.

25. Making up furniture for a quarto form, 18 cents; an octavo, 25 cents; and 3 cents extra for all other impositions progressively.

26. Compositors employed on morning newspapers shall receive not less than \$12 per week; on evening papers, and in book and job offices, not less than \$9 per week. Ten hours shall be considered a day in book and job offices.

PRESSWORK.

With balls.—Medium, 30 cents per token; royal, 33½; super royal, 37½; medium, and a half, 39; imperial, 40 cents; and everything above imperial 45 cents. Cards, the first hundred, 30 cents; for all over one hundred, 10 cents a pack. The charge with hand rollers to be the same as with balls.

With rollers.—Medium, when there shall be but 4 tokens or less on a form, 25 cents per token; if over 4 tokens, 23 cents. Royal, 4 tokens or less, 27 cents, over 4 tokens, 26 cents. Super royal, 4 tokens or less, 30 cents; over 4 tokens, 28 cents. Medium, and a half, 4 tokens or less, 32 cents; over 4 tokens, 30 cents. Imperial, 4 tokens or less, 35 cents; over 4 tokens, 33 cents. For any size above imperial, the charge shall be, when there are 4 tokens or less, 40 cents; over 4 tokens, 35 cents. All broadsides, 40 cents per token. Cards, the first hundred, 25 cents; all over one hundred, 15 cents per hundred. All fine work to receive an extra price, to be arranged between the employer and journeyman. Work done after regular hours, to receive an advance of 5 cents per token.

Roller boys.—When the employer shall furnish a roller boy, there shall be 18 per cent. deducted from the wages of the pressman until it amounts to \$2 per week, when the deduction shall cease.

Machine rollers.—Medium, 4 tokens or less, 21 cents per token; over 4 tokens, 20 cents. Other sizes in proportion. Fine work, extra price.

Lifting forms.—When there are not more than 8 tokens, the pressman shall receive the price of 1 token extra for every form he shall be required to lift.

Covering tympan.—The sum of 37½ cents shall be allowed for covering a tympan; and the like sum for covering a drawer, or inner tympan.

For putting up or removing presses.—Twenty cents per hour shall be allowed.

Standing.—After a form shall have been put to press, the pressman shall receive 15 cents for the first half hour, and 20 cents for every subsequent hour, that he is delayed by corrections or alterations.

When a pressman is employed by the week, he shall receive not less than \$9 per week; ten hours, in all cases, to be the limit of a day's work. Overwork, 20 cents an hour.

SCALE OF VARIATION FOR THE SIZES OF FORMS.

	Octavo pages or smaller.	Quarto or larger pages.
	<i>Pica ems.</i>	<i>Pica ems.</i>
Medium, to contain.....	9,000	11,000
Royal, to contain.....	11,000	13,500
Super royal, to contain.....	13,500	16,000
Medium and a half, to contain.....	16,000	18,000
Imperial, to contain.....	18,000	22,000

Any form exceeding either of these, by 250 ems, to be charged as the next highest.

**APPENDIX B, NO. 5.—BILL OF PRICES OF THE NASHVILLE,
TENN., TYPOGRAPHICAL SOCIETY, ADOPTED 1837.**

COMPOSITION.

Compositors to receive per week.....	\$11.00
Bookwork, MS. copy, per 1,000 ems.....	.35
Bookwork, reprint.....	.33½
Newspaper, manuscript and reprint.....	.32
Pamphlets, (100 pages, or less,).....	.37½
Rule or figure work, to be counted price and a half.	
Rule and figure work, double price.	
For all works in foreign languages, an advance of.....	.12½
Dictionaries, arithmetics and algebraical works, an advance of.....	.12½
Side notes to be calculated separate from the text, an advance of.....	.02
All measures under 12 ems pica, an advance of.....	.02
Letters cast on a different body from the face, to be counted by the body one way and the face the other.	
Alterations from copy, per hour.....	.25
All sizes larger than pica, and not exceeding double pica, to be counted pica.	
Larger than double pica to be charged by the time.	
All type smaller than nonpareil, an advance of.....	.02
Dressing furniture for book or pamphlet form.....	.50
Ten hours shall be considered a day's work.	
All extra work to be charged per hour.	

PRESSWORK.

Pressmen to receive per week.....	\$12.00
Mammoth or elephant, (book or news), per token.....	.40
Imperial and super royal.....	.33½
Royal and medium.....	.25
Jobs.....	.37½
Cards, first pack.....	.37½
Cards, each additional pack on same form.....	.18½
Hat tips, same as cards.	
Jobs on silk or bank-note paper.....	.50
Broadsides, on medium paper, or smaller.....	.37½
Broadsides, larger than medium.....	.50
Lifting forms before finished, to be charged a token.	
All jobs with colored ink, per hour.....	.25
Parchment, each pull.....	.06½
Covering tympan and drawer, each.....	.75
All works containing woodcuts, an advance of.....	.10
Corrections made in a form, after being put to press, to be charged per hour.....	.25
Ten hours considered a day's work.	
Ten quires to be considered a token on a newspaper form—10½ quires on a book form.	

**APPENDIX B, NO. 6.—LIST OF PRICES OF THE COLUMBIA TYPO-
GRAPHICAL SOCIETY, WASHINGTON, D. C., AMENDED AND
ADOPTED JANUARY, 1837.**

COMPOSITION.

1. Compositors, during the recess of Congress, in book, or newspaper offices, to receive not less than \$10 per week. Ten hours to constitute a day's work.

2. During the session of Congress, in offices employed on the current Congress work, and in all offices engaged on other work done for, or by the authority of that body, or in newspaper offices, to receive not less than \$11 per week.

3. In all offices, and at all seasons to receive not less than \$2 for each and every Sunday, (to consist of eight hours,) and for extra hours on Sunday, 25 cents; and at all other times, 20 cents per hour.

PIECEWORK.

1. All works done in the English language, common matter, from pica to minion, 31 cents per 1,000 ems; minion and nonpareil 37 cents; agate 39 cents; pearl 41 cents; diamond 50 cents. The headline, with the blank after it, and the foot line, in all cases, to be counted as three lines. An en, in length or width, to be counted an em; if less than an en, not to be reckoned. Above pica to be charged as pica.

2. Newspapers.—Brevier and upward, 33½ cents per 1,000 ems; minion and nonpareil, 37 cents; agate 39 cents; pearl, 41 cents; diamond, 50 cents.

3. Rule or figure work.—All rule or figure work a price and a half, according to the type in which it is set. All matter in which two or more rules are inserted, to constitute rule work; and two or more columns of figures, without rules, to constitute figure work.

4. Rule and figure work.—All rule and figure work to be paid double the price of common matter. One column of figures and one rule in a page of other matter, shall constitute rule and figure work: *Provided, however,* That on works, the pages of which are uniformly made up of two or more columns, (as on periodical publications,) no charge beyond that of common matter shall be made for, or on account of the rules separating the columns.

5. All heads and foot lines attached to rule or figure work, or rule and figure work, to be reckoned the same as the body of the matter.

6. For all foreign languages, printed in the Roman characters, an addition of 6 cents per 1,000 ems.

7. All works printed in Greek or other foreign characters, to be paid for at the rate of 66 cents per 1,000 ems.

8. Arithmetical works to be paid an advance of 6 cents per 1,000 ems on the price of common matter.

9. Algebraical works to be charged double price.

10. Spelling books, or other work containing more than two columns in a page, to be paid an advance of one-half on the price of common matter.

11. Music, double price.

12. Side notes to be counted the full length of the page, and charged according to the type in which they are set.

13. Cut-in notes to be cast up according to the type in which they are set, and charged 10 cents extra per 1,000 ems; and the whole page to be counted as text.

14. All bottom notes, contents of chapters, etc. in smaller type than the text, to be paid for according to the type in which they are set.

15. All letter cast upon a larger body than the face, as bourgeois on long primer, to be counted according to its face; and all letter cast upon a smaller body than the face, as minion on nonpareil, to be counted according to the body.

16. All works where the measure does not exceed 14 ems in width, to be 3 cents per 1,000 ems advance.

17. For making up a set of furniture, not exceeding 16 pages, 31 cents; when exceeding, 55 cents.

Alterations.—Compositors to receive for alterations from copy, at the rate of 25 cents per hour.

PRESSWORK.

1. Pressmen, during the recess of Congress, shall receive not less than \$10 per week—ten hours to constitute a day's work.

2. During the session of Congress, in offices employed on the current Congress work, and in all offices engaged on other work done for, or by the authority of that body, or in newspaper offices, to receive not less than \$11 per week.

3. In all offices, and at all seasons, to receive not less than \$2 for each and every Sunday, (to consist of eight hours,) and for extra hours on Sundays, 25 cents, and at all other times, 20 cents per hour.

PIECEWORK.

Kind of work—per token.	With balls or hand rollers.	With rollers and roller boys or machine rollers. (a)
1. Paper.—Medium and below medium, when the form consists of brevier, or larger letter.....	\$0.37	\$0.27
Below brevier, not less than.....	.39	.29
Royal, on brevier or larger letter.....	.41	.31
Royal, below brevier.....	.43	.33
Super royal, on brevier or larger letter.....	.45	.35
Super royal, below brevier.....	.47	.37
Medium and a half, on brevier or larger letter.....	.46	.36
Medium and a half, below brevier.....	.48	.38
Imperial, on brevier or larger letter.....	.50	.40
Imperial, below brevier.....	.52	.42
Newspapers, when printed on imperial.....	.50	.40
Newspapers, when printed on royal or super royal.....	.41	.31
For any size above imperial, the charge shall be.....	.60	.50

^aPressman to find his own roller boy.

2. SCALE OF VARIATION FOR THE SIZE OF FORMS.

	Octavo or smaller.	Quarto or larger.
	<i>Pica ems.</i>	<i>Pica ems.</i>
Medium, to contain.....	9,000	11,000
Royal, to contain.....	11,000	13,500
Super royal, to contain.....	13,500	16,000
Medium and half, to contain.....	16,000	18,000
Imperial, to contain.....	18,000	22,000

Any form exceeding either of these by 250 ems to be charged as the next highest.

SCALE FOR JOBS.

	Inches.
Medium to measure.....	18 by 22
Royal to measure.....	19 by 24
Super royal to measure.....	20 by 27
Imperial to measure.....	21 by 31

3. All bookwork less than 4 tokens to be charged 2 cents extra per token.

4. Jobs, 39 cents per token, when worked on medium, or paper below medium; when on royal or upward, on brevier or larger letter, not less than 43 cents; below brevier 45 cents; when on imperial, 50 cents per token.

5. Work done in colors, double price.

6. Cards, for 1 pack, and not exceeding 2 packs, 39 cents; when exceeding 2 packs, to be paid at the rate of 16 cents per pack.

7. Broadside shall be paid for double, according to the size of the paper. To constitute a broadside, the matter to extend across the sheet without a break. A foolscap sheet, and all above, to be considered a broadside.

8. All work on parchments, when not done by the piece, to be paid \$2.20 per day, and no charge to be made for less than half a day; when done by the piece, if 1 pull 7 cents; if 2 pulls, 14 cents.

9. All matter that is required to be made up and imposed in pages, to be considered bookwork.

10. Tokens.—On newspaper work, not over 10 quires, or 240 sheets; and on other work, not more than 250 sheets; or 10½ quires to constitute a token.

11. For taking down or putting up a press, 20 cents, per hour.

12. For working down a new Ramage press, \$6.

13. For lifting a form before completed, 37 cents.

14. For covering a tympan and drawer \$1.10, or 55 cents for either.

15. When an alteration in a form takes place, each pressman shall be paid at the rate of 18 cents per hour for the time occupied, or 25 cents per hour if but one pressman, with roller boy.

16. No pressman shall teach an apprentice presswork, without the benefit of his work for fifteen weeks, or half his wages for six months; nor shall he teach an apprentice who is more than 18 years old, and who is bound for less than four years.

No alteration or amendment shall be made to the foregoing list of prices, unless two-thirds of the members present concur therein; nor then, without one month's previous notice having been given.

REGULATIONS RESPECTING APPRENTICES.

1. Every apprentice shall serve until he be 21 years of age; and, at the time of entering as an apprentice, shall not be more than 16 years of age; and every boy taken as an apprentice shall be bound to his employer in due form of law.

2. No runaway apprentice to be received into any office in the District of Columbia, either as an apprentice or journeyman.

3. That on the death of his master, or if, from any cause, the office wherein he was indented shall be discontinued, he may be taken into another office, and be regularly indented to finish the term of his apprenticeship.

4. After the 1st day of January, 1844, the Columbia Typographical Society will not consider any application for membership unaccompanied by sufficient proof that the applicant has served the period of five years as a regularly indented apprentice at the printing business.

5. That after the 1st day of January, 1839, the Columbia Typographical Society will not permit members of said society to work in any office where boys may be taken as apprentices to the printing business to serve for a less period than five years.

6. The Columbia Typographical Society recognizes but two classes of printers—employers and journeymen: that is, persons who carry on business solely as employers, and those who work as journeymen in the manner prescribed, and at the prices demanded by this society.

APPENDIX B, NO. 7.—SCALE OF PRICES OF THE NEW ORLEANS TYPOGRAPHICAL SOCIETY, ADOPTED SEPTEMBER 14, 1839.

COMPOSITION.

Compositors employed on morning newspapers to work by the piece only, at the following rates: Plain matter, in the English, French, or Spanish language, 62½ cents per 1,000 ems, for manuscript or printed copy; pearl, 75 cents per 1,000 ems; ruby, 81½ cents per 1,000 ems; diamond, \$1 per 1,000 ems; rule and figure work, \$1.25 per 1,000 ems; rule or figure work separately, 93½ cents per 1,000 ems. A foreman not to receive less than \$25 per week.

On evening papers, and in book and job offices, compositors not to receive less than \$19 per week, ten hours constituting a day's work; and all extra hours to be charged at the rate of 40 cents per hour. Work done by the piece to be charged the same as morning papers. Foremen on evening papers not to receive less than \$22.50 per week. Where two foremen are employed on one paper in two languages, the foreman on the English side not to receive less than \$20 per week.

On bookwork, the running title, white line under it, and the foot line of the page, to be considered as regular matter.

An odd en in width or depth to be counted an em; but if less than an en, it is not to be reckoned.

Bookwork and jobs done by the piece, with pica or larger letter, to be charged as pica.

Bookwork and jobs done by the piece, in which Hebrew, Greek, or other foreign characters occur, to be charged when they amount to one line, 16 cents extra per 1,000 ems.

Bookwork done by the piece in the dead languages, to be charged at the rate of \$1.25 per 1,000 ems; but work done in the dead and modern languages, (an equal proportion of each,) to be charged at the rate of 93½ cents per 1,000 ems.

Bookwork with side notes, to be charged as follows: The text and side notes to be charged separately, and the notes to be charged according to the letter in which they are set, and calculated the full length of the page; when they are cut in the text, 16 cents extra to be charged.

Music \$1.25 per 1,000 ems.

Letter cast on a body smaller than the face to be charged according to the body; and letter cast on a body larger than the face to be charged according to the face.

Compositors making up a set of furniture, to charge at the rate of 40 cents per hour.

Compositors, in all cases, to charge the blank pages which may occur in a work.

For alterations from copy, if a single one, 25 cents; per hour, 40 cents.

PRESSWORK.

[With balls or rollers.]

Bookwork done on medium, royal or super royal paper to be charged per token	\$1. 00
Imperial	1. 25
Broadside, posting bills, super royal or imperial	1. 50
Broadside, posting bills, under super royal	1. 00
Cards:	
Plain, two packs or under	. 75
Glazed	1. 25
For each succeeding pack, if plain	. 25
For each succeeding pack, if glazed	. 37½
Work done on parchment, each impression	. 12½
Standing after a form shall have been put to press, per hour	. 40
Covering tympan and drawer, each	1. 00
Putting up a press	5. 00
Taking down a press	2. 50
Pressmen working on morning and evening papers, or other periodicals, by the piece, to charge for medium, or super royal, per token	. 75
Imperial or larger	1. 00

For all extra fine work an additional price to be charged, to be agreed on between the employer and employed.

All work done in colors, to be charged according to the time employed thereon.

Lifting a form before the whole impression is worked off, to be charged as one token.

When a roller boy is furnished by the employer, no more than 25 per cent shall be deducted.

When a pressman may be employed by the week in a book or job office, or on an evening paper, he shall not charge less than \$19 per week, ten hours constituting a day; and all work done after the regular hours, 40 cents per hour.

On morning papers, pressmen working by the week, not to receive less than \$22.

JAMES PIRNIE, *President*.
 WILLIAM PICKETT, *Vice-President*.
 JAMES O'DOWD, *Secretary*.
 ROBERT MCCOULL, *Treasurer*.
 A. H. HAYES,
 H. L. KELSEY,
 E. B. KELLY,
 J. P. LYNCH,
 JAMES DYER,
 JAMES TAYLOR,
Directors.

APPENDIX B, No. 8.—SCALE OF PRICES OF THE PITTSBURG TYPOGRAPHICAL ASSOCIATION, ADOPTED NOVEMBER 21, 1849.

Pittsburg Typographical Association, organized in 1849, issued a bill of prices together with apprenticeship recommendations, November 21, 1849, as follows:

REPORT ON BILL OF PRICES.

To the Officers and Members of the Pittsburg Typographical Association.

Your committee appointed to fix a bill of prices, respectfully offer the following for the consideration of the association:

COMPOSITION.

1. Composition, manuscript and reprint, per 1,000 ems.....	\$0.25
2. Any size smaller than nonpareil.....	.25
(The headline, with the blank after, and the foot line, in all cases to be counted three lines; over an en in length or width, to be counted an em; if less, not to be reckoned.)	
3. Work done in foreign languages, in Roman characters, extra per 1,000 ems.....	.10
4. Work done in foreign languages, and not in Roman characters, except the German, which shall be the same as English, per 1,000 ems.....	.50
5. Algebraical work, and works having a great number of astronomical, medical, and other signs.....	.50
6. Spelling books and similar works, advance per 1,000.....	.05
7. Arithmetical work, advance.....	.05
8. English dictionaries with figured vowels and accents, advance.....	.10
9. English dictionaries without figured vowels, advance.....	.05
10. Side and center notes in Bibles, Testaments, and other works, to be counted the full length of the page, (including the lead or rule) according to the type in which they are set, and an advance per 1,000 of.....	.05
11. Cut-in notes to be cast up according to the type in which they are set, and charged an advance of.....	.05
12. Quotations, notes, mottoes, etc., in smaller type, to be counted according to the type in which they are set.	
13. Works where the measure does not exceed 14 ems, advance per 1,000 of.....	.05
14. All letter cast on a body larger than the face to be counted according to the face; and all letter cast on a smaller body than the face, to be counted according to the body.	
15. Composition on music to be done as agreed upon by the employer and journeyman.	
16. Rule and figure work, per 1,000.....	.50
17. Rule or figure work, per 1,000.....	.37½
18. Letter list, or names set two or three in newspaper column, per 1,000.....	.37½
19. Time lost in alterations from copy, extra casing of letter, or anything not coming legitimately under the preceding articles, to be charged by the hour.....	.20
20. Journeymen working by the week, (ten hours a day's work) to receive not less than.....	8.00
21. Journeymen working on morning papers, per week not less than.....	9.00
22. Foremen shall not receive less per week than.....	10.00

JOB WORK.

Forms to be distributed by the journeyman.

Common medium sheet bills.....	\$1.00
Common medium sheet-bills (with border,).....	1.25
Common medium half-sheet bills.....	.50
Common medium half-sheet bills (with borders).....	.75
Common medium quarto bills.....	.37½
Programmes, (eight to a sheet).....	.50
Posters for theater, circus, etc.....	.50
Bills of lading.....	.50
Circulars for balls, etc., (script).....	.05
Business cards or exhibition tickets.....	.15

Plain composition in script to be counted as pica.

All job work not above enumerated, or any the before mentioned with an extra quantity of matter, to be agreed upon by the parties.

PRESSWORK.

Office to find the roller boy.

Medium, or under, per token.....	\$0.20
Imperial, per token.....	.25
Double medium, per token.....	.28
Music, per token.....	.23
Steamboat bills, per token, (black).....	.25
Steamboat bills, per token, (colored).....	.35
Alterations on steamboat bills.....	.10
Bills of lading, circulars, invitations, billheads, checks, drafts, etc., per token.....	.25
Colored work, per token.....	.30
Cap or quarto post, per token.....	.25
Cards, first pack.....	.12½
Cards, every additional pack.....	.06½
Posters, 100 or less.....	.25
Posters, each additional 100 or less.....	.12½
Books of not more than one token an advance of.....	.05
All work done on parchment, each pull.....	.04
Covering tympan.....	.50
Covering drawer.....	.50
Making roller.....	.25

Lifting forms before their completion, an extra token to be charged; provided, the full complement does not exceed 8 tokens.

Extra charges on engravings.

Pressmen employed by the week, ten hours to constitute a day's work, \$9 per week; power pressmen, \$10.

Your committee, without wishing to be considered as dictating to employers, would earnestly recommend that hereafter no apprentice shall be taken for a less period than three years, and that regular and formal indentures be made between the parties, that justice may be done both.

Respectfully,

G. T. MYERS.
JOSEPH MARTIN.
D. P. WORK.
ALEX. W. ROOK.
W. H. CAPPE.
B. SINGERLY.
J. REISINGER.

PITTSBURG, November 21, 1849.

APPENDIX B, NO. 9.—SCALE OF PRICES OF THE JOURNEYMEN PRINTERS' UNION OF PHILADELPHIA, UNANIMOUSLY ADOPTED AUGUST 10, 1850.

MORNING NEWSPAPERS.

1. Composition in agate, and in all larger type, of regular body and face, 30 cents per 1,000 ems.

2. Composition in type smaller than agate, of regular body and face, 35 cents per 1,000 ems.

3. Letter cast on a body larger than the face, to be charged according to the face; and letter cast on a body smaller than the face to be counted according to the body.

4. Rule and figure work, double price.

5. Composition requiring three justifications, such as three columns of figures, lists of letters, as at present published, etc., a price and a half.

6. Work by the hour, and all waiting after 8 o'clock, p. m. for mails, or for any other purpose, 25 cents per hour.

7. On each occasion where a hand shall be called to go to work, after being through the regular work, \$1 shall be charged extra.

8. Every hand employed upon a morning newspaper shall be entitled to 24 consecutive hours' intermission from labor in each week, and if called upon to work during such intermission, he shall be paid \$1 extra, whether the said intermission occurs on Saturday, or any other day of the week.

9. Work by the week, \$12 per week, 10 hours constituting a day's work.

WEEKLY AND AFTERNOON NEWSPAPERS.

1. Composition, 28 cents per 1,000 ems.

2. Hour work, 20 cents per hour.

3. Ten dollars per week, 10 hours constituting a day's work.

BOOK AND JOB WORK.

1. Work in the English language, printed copy, from pica to nonpareil inclusive, 27 cents per 1,000 ems; from agate to diamond, 30 cents per 1,000 ems. Manuscript copy, 2 cents per 1,000 ems extra. Printed copy, with 10 interlineations or alterations per 1,000 ems, to be charged as manuscript.

2. Work in foreign languages, Roman characters, printed copy, 5 cents per 1,000 ems extra; manuscript, 7 cents per 1,000 ems extra.

3. Work in the Hebrew language, 35 cents per 1,000 ems. Where points are used, they shall be counted according to their body, and charged 40 cents per 1,000 ems.

4. Work in the Greek language, 45 cents per 1,000 ems.

5. Work in which Hebrew and Greek words, and words in other than Roman characters occur, 1 cent extra for every three words.

6. Spelling books, dictionaries, primers, and all works in which figured vowels and accents are used, printed copy, 33 cents per 1,000 ems; manuscript, 35 cents extra per 1,000 ems.

7. Arithmetical work, 10 cents extra per 1,000 ems.

8. Algebraical work, 50 cents per 1,000 ems.

9. Work in which cuts, excepting initial letters, are run into the matter, 2 cents per 1,000 ems extra on the pages in which such cuts occur.

10. Quotations, mottoes, contents of chapters, footnotes, descriptions, undercuts, to be charged according to the type in which they are set.

11. Jobs in script to be counted as pica, 33 cents per 1,000 ems.

12. Work in which the lines or paragraphs are in different sized type alternately, 2 cents per 1,000 ems extra.

13. All matter in which there are a number of braces, requiring more than two justifications, a price and a half. (In this section reference is made to tables of classification, as a botanical work, etc.)

14. Side and center notes, or references to Bibles, Testaments, law and historical works, and work of a similar description, to be counted according to the type in which they are set, and measured the whole length of the page, including the leads and rules, 3 cents per 1,000 ems extra.

15. Cut-in notes, 2 cents per note, and the matter to be counted as text.

16. In letterpress offices, cuts and blank pages to be charged by the compositor; and all cuts to be charged according to the type of the page in which they respectively occur.

17. Letter cast on a body larger than the face, to be charged according to the face; and letter cast on a body smaller than the face, to be counted according to the body.

18. The headline, the blank after it, and the foot line, to be counted three lines. An en in width to be counted an en; if more than an en, to be counted an em; if less than an en, not to be counted.

19. When the measure does not exceed 14 ems in width, 3 cents per 1,000 ems extra.

20. When the measure does not exceed 18 ems in width, 2 cents per 1,000 ems extra.

21. When the measure does not exceed 21 ems in width, 1 cent per 1,000 ems extra.

22. The compositor shall not be required to correct alterations (including alterations of punctuations) from printed copy.

23. In tabular work, three or more columns of rules and figures to constitute rule and figure work. Three or more columns of rules to constitute rule work. Three or more columns of figures to constitute figure work. Rule and figure

work, double price. Rule work, a price and a half. Figure work, a price and a half.

24. No work shall be measured by any type larger than pica.

25. Making up a set of furniture to be charged for according to the time occupied.

26. In stereotype offices, the forms to be revised, or prepared for molding, at the employer's expense, and reimposed matter to be in the care of the office.

27. The lowest charge for any piece of work, 27 cents.

28. All work on time, (except week work) 20 cents per hour.

29. Compositors employed by the week, \$10 per week; ten hours to constitute a day's work.

MUSIC.

1. Plain choral music, 18 cents per 1,000 ems; plain choral music, containing two parts on a staff, or with organ accompaniment, 22 cents per 1,000 ems; where a single staff on the page contains two parts, 20 cents per 1,000 ems.

2. Piano and other instrumental music, 20 cents per 1,000 ems.

3. Rudiments to be counted as music.

4. Music jobs, containing less than 15,000 ems, 3 cents per 1,000 ems extra.

APPENDIX B, NO. 10.—LIST OF PRICES OF THE COLUMBIA (WASHINGTON, D. C.) TYPOGRAPHICAL SOCIETY, ADOPTED NOVEMBER 2, 1850.

COMPOSITION.

1. Compositors to receive not less than \$12 per week; ten hours to constitute a day's work; and for extra hours, 25 cents per hour.

2. In all offices, and at all seasons, to receive not less than \$2.50 for each and every Sunday, (to consist of eight hours;) and for extra hours on said day, 30 cents per hour.

PIECEWORK.

1. All works done in the English language, common matter, from pica to nonpareil, 40 cents per 1,000 ems; nonpareil, 44 cents; agate, 47 cents; pearl, 49 cents; diamond, 60 cents. The headline, with the blank after it, and the foot line, in all cases, to be counted as three lines. An en, in length or width, to be counted an em; if less than an en, not to be reckoned. Above pica, to be charged as pica.

2. Rule or figure work.—All rule or figure work a price and a half, according to the type in which it is set. All matter in which two or more rules are inserted to constitute rule work; and two or more columns of figures without rules, to constitute figure work.

3. Rule and figure work.—All rule and figure work to be paid double the price of common matter. One column of figures and one rule, in a page or other matter, shall constitute rule and figure work: *Provided, however,* That on works the pages of which are uniformly made up of two or more columns, (as on periodical publications,) no charge beyond that of common matter shall be made for, or on account of, the rules separating the columns.

4. All heads and foot lines attached to rule or figure work, or rule and figure work, to be reckoned the same as the body of the matter.

5. All foreign languages, printed in Roman characters, an addition of 6 cents per 1,000 ems.

6. All work printed in Greek, or other foreign characters, to be paid for at the rate of 79 cents per 1,000 ems.

7. Arithmetical works to be paid an advance of 6 cents per 1,000 ems on the price of common matter.

8. Algebraical or mathematical works to be charged double price.

9. Spelling books, or other work containing more than two columns in a page, to be paid an advance of one-half on the price of common matter.

10. Music double price.

11. Side notes to be counted the full length of the page, and charged according to the type in which they are set.

12. Cut-in notes to be cast up according to the type in which they are set, and charged 10 cents extra per 1,000 ems; and the whole page to be counted as text.

13. All bottom notes, contents of chapters, etc., in smaller type than the text, to be paid for according to the type in which they are set.

8. Every hand employed upon a morning newspaper shall be entitled to 24 consecutive hours' intermission from labor in each week, and if called upon to work during such intermission, he shall be paid \$1 extra, whether the said intermission occurs on Saturday, or any other day of the week.

9. Work by the week, \$12 per week, 10 hours constituting a day's work.

WEEKLY AND AFTERNOON NEWSPAPERS.

1. Composition, 28 cents per 1,000 ems.

2. Hour work, 20 cents per hour.

3. Ten dollars per week, 10 hours constituting a day's work.

BOOK AND JOB WORK.

1. Work in the English language, printed copy, from pica to nonpareil inclusive, 27 cents per 1,000 ems; from agate to diamond, 30 cents per 1,000 ems. Manuscript copy, 2 cents per 1,000 ems extra. Printed copy, with 10 interlines or alterations per 1,000 ems, to be charged as manuscript.

2. Work in foreign languages, Roman characters, printed copy, 5 cents per 1,000 ems extra; manuscript, 7 cents per 1,000 ems extra.

3. Work in the Hebrew language, 35 cents per 1,000 ems. Where points are used, they shall be counted according to their body, and charged 40 cents per 1,000 ems.

4. Work in the Greek language, 45 cents per 1,000 ems.

5. Work in which Hebrew and Greek words, and words in other than Roman characters occur, 1 cent extra for every three words.

6. Spelling books, dictionaries, primers, and all works in which figured vowels and accents are used, printed copy, 33 cents per 1,000 ems; manuscript, 35 cents extra per 1,000 ems.

7. Arithmetical work, 10 cents extra per 1,000 ems.

8. Algebraical work, 50 cents per 1,000 ems.

9. Work in which cuts, excepting initial letters, are run into the matter, 2 cents per 1,000 ems extra on the pages in which such cuts occur.

10. Quotations, mottoes, contents of chapters, footnotes, descriptions, undercuts, to be charged according to the type in which they are set.

11. Jobs in script to be counted as pica, 33 cents per 1,000 ems.

12. Work in which the lines or paragraphs are in different sized type alternately, 2 cents per 1,000 ems extra.

13. All matter in which there are a number of braces, requiring more than two justifications, a price and a half. (In this section reference is made to tables of classification, as a botanical work, etc.)

14. Side and center notes, or references to Bibles, Testaments, law and historical works, and work of a similar description, to be counted according to the type in which they are set, and measured the whole length of the page, including the leads and rules, 3 cents per 1,000 ems extra.

15. Cut-in notes, 2 cents per note, and the matter to be counted as text.

16. In letterpress offices, cuts and blank pages to be charged by the compositor; and all cuts to be charged according to the type of the page in which they respectively occur.

17. Letter cast on a body larger than the face, to be charged according to the face; and letter cast on a body smaller than the face, to be counted according to the body.

18. The headline, the blank after it, and the foot line, to be counted three lines. An en in width to be counted an en; if more than an en, to be counted an em; if less than an en, not to be counted.

19. When the measure does not exceed 14 ems in width, 3 cents per 1,000 ems extra.

20. When the measure does not exceed 18 ems in width, 2 cents per 1,000 ems extra.

21. When the measure does not exceed 21 ems in width, 1 cent per 1,000 ems extra.

22. The compositor shall not be required to correct alterations (including alterations of punctuations) from printed copy.

23. In tabular work, three or more columns of rules and figures to constitute rule and figure work. Three or more columns of rules to constitute rule work. Three or more columns of figures to constitute figure work. Rule and figure

work, double price. Rule work, a price and a half. Figure work, a price and a half.

24. No work shall be measured by any type larger than pica.

25. Making up a set of furniture to be charged for according to the time occupied.

26. In stereotype offices, the forms to be revised, or prepared for molding, at the employer's expense, and reimposed matter to be in the care of the office.

27. The lowest charge for any piece of work, 27 cents.

28. All work on time, (except week work) 20 cents per hour.

29. Compositors employed by the week, \$10 per week; ten hours to constitute a day's work.

MUSIC.

1. Plain choral music, 18 cents per 1,000 ems; plain choral music, containing two parts on a staff, or with organ accompaniment, 22 cents per 1,000 ems; where a single staff on the page contains two parts, 20 cents per 1,000 ems.

2. Piano and other instrumental music, 20 cents per 1,000 ems.

3. Rudiments to be counted as music.

4. Music jobs, containing less than 15,000 ems, 3 cents per 1,000 ems extra.

APPENDIX B, NO. 10.—LIST OF PRICES OF THE COLUMBIA (WASHINGTON, D. C.) TYPOGRAPHICAL SOCIETY, ADOPTED NOVEMBER 2, 1850.

COMPOSITION.

1. Compositors to receive not less than \$12 per week; ten hours to constitute a day's work; and for extra hours, 25 cents per hour.

2. In all offices, and at all seasons, to receive not less than \$2.50 for each and every Sunday, (to consist of eight hours;) and for extra hours on said day, 30 cents per hour.

PIECEWORK.

1. All works done in the English language, common matter, from pica to nonpareil, 40 cents per 1,000 ems; nonpareil, 44 cents; agate, 47 cents; pearl, 49 cents; diamond, 60 cents. The headline, with the blank after it, and the foot line, in all cases, to be counted as three lines. An en, in length or width, to be counted an em; if less than an en, not to be reckoned. Above pica, to be charged as pica.

2. Rule or figure work.—All rule or figure work a price and a half, according to the type in which it is set. All matter in which two or more rules are inserted to constitute rule work; and two or more columns of figures without rules, to constitute figure work.

3. Rule and figure work.—All rule and figure work to be paid double the price of common matter. One column of figures and one rule, in a page or other matter, shall constitute rule and figure work: *Provided, however*, That on works the pages of which are uniformly made up of two or more columns, (as on periodical publications,) no charge beyond that of common matter shall be made for, or on account of, the rules separating the columns.

4. All heads and foot lines attached to rule or figure work, or rule and figure work, to be reckoned the same as the body of the matter.

5. All foreign languages, printed in Roman characters, an addition of 6 cents per 1,000 ems.

6. All work printed in Greek, or other foreign characters, to be paid for at the rate of 79 cents per 1,000 ems.

7. Arithmetical works to be paid an advance of 6 cents per 1,000 ems on the price of common matter.

8. Algebraical or mathematical works to be charged double price.

9. Spelling books, or other work containing more than two columns in a page, to be paid an advance of one-half on the price of common matter.

10. Music double price.

11. Side notes to be counted the full length of the page, and charged according to the type in which they are set.

12. Cut-in notes to be cast up according to the type in which they are set, and charged 10 cents extra per 1,000 ems; and the whole page to be counted as text.

13. All bottom notes, contents of chapters, etc., in smaller type than the text, to be paid for according to the type in which they are set.

least 1 em) according to the type in which they are set, and charged a price not more than half. Cut-in notes, in the above works, to be charged 4 cents extra each line, and the whole page to be counted as text.

ART. 19. The headline, with the blank after it, and foot line, to be charged by the maker-up, and counted not less than 3 lines.

ART. 21. Time occupied by alterations from copy, by casing or distributing letter not used by the compositor, etc., to be paid for at the rate of 18 cents per hour. When compositors are required to work beyond regular hours, they shall be paid at the rate of 21 cents per hour, or 5 cents advance per 1,000 ems.

ART. 22. All letter cast on a body larger than the face, (as bourgeois on long primer,) to be counted according to the face; all letter cast on a body smaller than the face (as minion on nonpareil) to be counted according to the body. All fonts, the alphabets of which measure less than 12½ ems, to be counted in width according to the next smaller size.

ART. 23. In all cases where a companionship may deem it necessary that matter should be made up by one person, the compositors may appoint from among themselves, or authorize the employer to appoint a person to perform that duty, on terms to be agreed upon between themselves and the person employed to make-up; *Provided, however*, that no more than 2 cents per 1,000 ems shall be allowed for making-up, imposing, taking the necessary proofs, and keeping the schedule.

ART. 24. When a compositor is required to take out bad letters, and replace them, in consequence of faults in the founder, miscasts, or worn-out fonts, he shall be paid at the rate of 18 cents per hour.

ART. 25. For imposing forms, no more shall be allowed than 3 cents per page for quarto, 2 cents for octavo, 1½ for duodecimo, 1¼ for sexadecimo, and the like sum for all forms of a larger number of pages—the compositor, in all cases, to lay the pages in regular order, or be responsible for their being so done.

ART. 27. Making-up furniture for a quarto form, 18 cents; an octavo, 25 cents; and 3 cents extra for all other impositions progressively.

ART. 28. Compositors employed by the week, shall receive not less than \$10, ten hours to be considered a day's work.

ART. 29. The compositors on a work are entitled to correct the author's proofs, for which they shall be paid at the rate of 18 cents per hour.

ART. 32. When woodcuts are inserted in the matter, or worked in pages along with the body of the work, such cuts belong to the compositors; but where the cuts are worked entirely separate, the same as copperplate engravings or lithographic plates, they shall not be claimed by the compositors.

ART. 34. In large book rooms, the establishment has the privilege of claiming full titles and dedications, but in no case shall piece-paying establishments claim half titles, or any other prefixed matter, nor cull the fat portions of any work.

ART. 37. When a compositor (working by the piece) receives copy of contents, indexes, or any other copy where more than the usual quantity of capitals, figures, periods, and italics are used, the establishment shall furnish the compositor with the necessary sorts.

ART. 39. The compositor shall in all cases be exempt from clearing away, tying up, or in any manner taking charge of matter which he has set: *Provided, always*, That this article shall not interfere with the custom existing as to headlines, titles, taking out leads, etc.

ART. 40. When works, or portions of works, are required to be leaded, and the leads are not furnished by the office at the time of composition, such matter to be afterwards leaded, but at the expense of the employer, and the compositor to charge such matter the same as if he himself had originally put in the leads.

ART. 43. When compositors are required to remain in the office unemployed, awaiting orders from the employer, etc., they shall be paid at the rate of 18 cents per hour.

The newspapers scales, job-work and presswork scales are in full, as follows:

MORNING NEWSPAPER WORK.

ARTICLE 1. Compositors employed by the piece shall receive not less than 32 cents per 1,000 ems, for common matter. When compositors are employed at night, only, by the piece, they shall receive 36 cents per 1,000 ems.

ART. 2. Compositors employed by the week (six days) shall receive not less than \$14 per week; twelve hours to constitute a day's work. When employed

on night situations, two hours shall be devoted in the afternoon to distribution, and seven hours at night (from 7 to 2 o'clock) to composition; and they shall be paid \$11 per week. For all times beyond 2 o'clock at night, in either of the above situations, 25 cents per hour shall be charged, or the time deducted from the following day, at the option of the employer.

ART. 3. Compositors may be employed during the day, on morning papers, at 28 cents per 1,000 ems, or \$10 per week.

ART. 4. When required to remain in the office unemployed during the stipulated hours for composition, the compositor shall receive not less than 25 cents per hour for such standing time; it being understood, of course, that he shall perform any other reasonable work that the employer may appoint during such standing time. Time occupied in casing or distributing letter not to be used by the person distributing or casing, alterations from copy, lifting forms, etc., to be paid for at not less than 25 cents per hour.

ART. 5. When compositors are called upon before the regular hour for commencing composition, in case of the arrival of a steamer, etc., they shall be paid not less than \$1 each for such call, and be entitled to the matter they set. This is understood to apply to both week and piece work.

ART. 6. Tabular work, etc., containing three or four columns, either of figures or words, or figures and words, without rules, shall be charged a price and a half. All work, as above, with brass or other rules, or where there are five or more columns of figures, or figures and words, with or without rules, shall be paid double price.

ART. 7. For work done in pearl, or smaller type, an advance of 4 cents per 1,000 ems shall be charged. For work done in French, German, and other foreign languages, an advance of 5 cents per 1,000 ems shall be charged.

ART. 8. When a measure exceeds even ems in width, and is less than a 3-em space, no extra charge is to be made; if a 3-em space, an en to be counted; if an en, an en to be counted; if over an en, an em to be counted.

ART. 9. Bastard letter to be cast up as described in article 22 of book scale.

ART. 10. Where intricate work, etc., occurs, which the newspaper scale can not reach, the price to be agreed upon between employer and journeyman.

ART. 11. In offices where both week and piece hands, are employed, the fat and lean copy to be distributed equally among them.

EVENING NEWSPAPER WORK.

ARTICLE 1. Compositors employed by the piece shall receive 28 cents per 1,000 ems for common matter.

ART. 2. Compositors employed by the week (six days,) shall receive not less than \$10—ten hours to constitute a day's work.

ART. 3. For time, (as laid down in art. 4 of morning paper scale,) a charge of 18 cents per hour shall be made.

Articles 6, 7, 8, 9, 10 and 11, of morning paper scale shall apply to evening papers.

WEEKLY, SEMIWEEKLY AND TRIWEEKLY PAPERS.

ARTICLE 1. Compositors employed by the piece shall receive not less than 28 cents per 1,000 ems for common matter.

ART. 2. Compositors employed by the week (six days) shall receive not less than \$10—ten hours to constitute a day's work.

ART. 3. Compositors employed by the piece on Sunday papers shall receive not less than 28 cents per 1,000 ems for common matter. When employed by the week, (six days,) they shall receive not less than \$11—ten hours to constitute a day's work, with the exception of Saturday, when it is expected that a week hand will work during the evening.

ART. 4. For time, (as laid down in art. 4 of morning paper scale,) a charge of 18 cents per hour shall be made.

Articles 6, 7, 8, 9, 10, and 11, of morning paper scale shall apply to weekly, semiweekly, triweekly, and Sunday papers.

JOB WORK.

ARTICLE 1. All job work of a fancy or display character shall be either paid for on time or by special agreement, according to its relative value—that is to say, all that class of jobs styled posters, show cards, handbills, circulars, bill-heads, cards, labels, and others of a similar description. All pamphlets, cata-

logues, sermons, tracts, by-laws, and other works of a like nature, when making not more than one sheet, to be considered jobs; and, if done on the piece, to be paid for at the rate of 28 cents per 1,000 ems, for either manuscript or reprint, without the usual extras belonging to bookwork; but when making over one sheet, to be charged in accordance with the book scale with the extras belonging thereto.

ART. 2. All men employed by the week shall be paid at the rate of \$10; when paid by the hour, the price shall correspond to the amount per week—ten hours to constitute a day's work. When required to work beyond regular hours, such extra time shall be paid for at the rate of 21 cents per hour; and if by the piece, the compositor shall receive 5 cents advance per 1,000 ems.

PRESSWORK.

ARTICLE 1. *Power pressmen*.—No power pressman shall work for a less sum than \$10 per week, for day work, or \$12 per week, for night work. The day's work in all cases to consist of ten hours. Overwork shall be paid for at the rate of 21 cents per hour.

ART. 2. The pressman shall not be held responsible for any accident that may happen at a press at which he is not actually working, provided such press was all right when it was started.

ART. 3. No pressman shall take charge of more than two presses, unless temporarily, as in the case of the sickness of a fellow-workman, or other emergency.

ART. 4. *Hand pressmen*.—No hand pressman, employed by the week, shall work for a less sum than \$10 per week, for day work, or less than \$12 per week, for night work. The day's work in all cases to consist of ten hours. Overwork shall be paid for at the rate of 21 cents per hour.

ART. 5. *Bookwork on the piece*.—Ordinary bookwork to be paid at the following rates: Medium, 18 by 22 inches, 25 cents per token; royal, 20 by 25 inches, 27 cents per token; super royal, 22 by 29 inches, 29 cents per token; medium and a half, 24 by 29 inches, 31 cents per token; imperial, 23 by 33 inches, 33 cents per token. Double medium, or larger, to be subject to special agreement. For all jobs of bookwork of 4 tokens, or less, 2 cents extra per token shall be charged.

Job work on the piece.—No job, the number of which does not exceed 1,000, shall be done for less than 25 cents per token of 250 sheets; nor shall any description of work, of what number soever, be done for less than 23 cents per token.

ART. 6. Any number of sheets exceeding 12 over the regular surplus, shall be reckoned as a token, and charged.

ART. 7. Pulling clean proofs shall be charged on time.

ART. 8. Extra bookwork to be paid as may be agreed upon. By extra bookwork is meant such bookwork forms as have cuts in them—where the pages are surrounded with rules—where there are more than 24 pages in the form—or any other thing which causes extra trouble to the pressman.

ART. 9. Show bills to be paid 50 cents per token. If two or more colors are required, or any extra care be required in the making ready or working, they shall be charged on time, or by special agreement.

ART. 10. *Cards*.—Small or ordinary business cards shall be paid 25 cents for the first pack, and 10 cents for each subsequent pack. Extra size cards, as show cards, etc., 50 cents for the first pack, and 25 cents for every succeeding pack.

ART. 11. *Extra work*.—All kinds of extra work, as headings, show cards with cuts in them, wood engravings, colored work, or printing in gold, silver, bronze, etc., to be paid for either on time or by special agreement.

ART. 12. Standing, to be paid for at the rate of 18 cents per hour.

ART. 13. When the press is not furnished with a self-inking apparatus, the employer shall furnish a roller boy at his own expense.

ART. 14. When the inking apparatus is not worked by steam, the pressman shall be entitled to charge 2 cents per token extra.

ART. 15. *Lifting forms*.—When a pressman is required to lift his form he shall be entitled to charge 1 token therefor.

ART. 16. *Putting on tympan*.—The pressman shall be entitled to 50 cents for putting on a new tympan, either outer or inner.

ART. 17. Pressmen employed in cleaning, putting up, or removing presses, shall be paid 21 cents per hour.

ART. 18. Pressmen required to cast rollers, cut paper, or do any other work not fairly to be considered presswork, in their own time, shall be paid 18 cents per hour for the same.

This scale of prices shall at no time be altered or amended, unless notice of such alteration or amendment shall have been given at least one month previously to being acted upon; nor then, except by a two-third vote of the members present.

Adopted, October 26, 1850.

E. H. ROGERS, *Acting President*.

H. A. GUILD, *Secretary pro tem*.

**APPENDIX B, NO. 12.—SCALE OF PRICES OF THE CINCINNATI
TYPOGRAPHICAL UNION, TO TAKE EFFECT ON THURSDAY,
NOVEMBER 24, 1853.**

COMPOSITION.

ARTICLE I.

SECTION 1. No office shall be entitled to more than three apprentices. The number in small offices to be regulated by the standing committee.

ARTICLE II.

SECTION 1. Composition on morning papers, common matter, shall be charged at the rate of 35 cents per 1,000 ems, and all standing time shall be charged as follows, namely: For half an hour or less 15 cents; over half an hour, and not exceeding an hour, 30 cents. All matter composed in a morning news-room to be regarded as belonging to a morning paper, and to be charged as such.

SEC. 2. Composition on other than morning papers, common matter, 30 cents per 1,000 ems; and all matter composed on Sundays, and after 9 o'clock p. m., on Mondays, Tuesdays, Wednesdays, Thursdays, and Fridays, and after 5 p. m. on Saturdays shall be charged a price and a half.

ARTICLE III.

SECTION 1. Composition on bookwork, common matter, from pica to agate, inclusive, 32 cents per 1,000 ems; pearl, 33½ cents; diamond, 35 cents. All work done in larger type than pica to be counted as pica.

SEC. 2. All foreign languages, in the Roman characters, (reprint) an advance per 1,000 ems of 5 cents; in manuscript, 10 cents.

SEC. 3. Spelling books, and works of that description, an advance, on the entire work, of 5 cents per 1,000 ems.

SEC. 4. English dictionaries, printed with figured vowels or accents, an advance per 1,000 ems of 5 cents; without figured vowels or accents, an advance of 2 cents.

SEC. 5. All work where figures, points, capitals, small capitals, or italics are profusely used, an advance of 3 cents per 1,000 ems.

SEC. 6. Grammars and arithmetics to be charged an advance of 5 cents per 1,000 ems.

SEC. 7. Works in algebra, where matter is generally plain, 3 cents advance per 1,000 ems; all other algebraical works, 18 cents advance per 1,000 ems.

SEC. 8. Works done in the Hebrew, without points, 15 cents per 1,000 ems advance; when with points, the body and the points to be cast up, each according to its size, and to be charged double.

SEC. 9. Works in Greek, with accents attached, 8 cents advance per 1,000 ems; with kerns, 18 cents advance per 1,000 ems; in Greek and Latin combined, 8 cents advance per 1,000 ems.

SEC. 10. When Greek, Hebrew, Saxon, or any other character not in common use, occasionally occurs, to be charged 1 cent per word.

SEC. 11. Plain choral music, 20 cents per 1,000 ems; plain choral music containing two parts on a staff, or with organ accompaniment, 24 cents per 1,000 ems; when a single staff on a page contains two parts, 22 cents per 1,000 ems. Piano and other instrumental music, 22 cents per 1,000 ems; rudiments to be charged the same as the music accompanying. All music jobs containing less than 15,000 ems, an advance of 3 cents per 1,000 ems.

SEC. 12. Side and center notes to be counted the full length of the page, including the lead or one rule, according to the type in which they are set, and charged 5 cents advance per 1,000 ems. Cut-in notes, when in type foreign to the text to be charged at the rate of 50 cents per 1,000 ems, and no deduction to be made from the regular page.

SEC. 13. Works on natural philosophy, chemistry, astronomy, botany, etc., where woodcuts are inserted in the matter which cause overrunning in making up, and especially when questions are appended at the bottom of the page, 5 cents per hour shall be charged for the time so lost.

SEC. 14. Medical, astronomical, and philosophical works, where signs frequently occur, a price and a half.

SEC. 15. Small, isolated tables, occurring in works of a narrow measure, as in double-column octavo, to be paid for according to the time consumed in composing them, at the rate of 25 cents per hour.

SEC. 16. All cuts shall be charged by the compositor, and estimated according to the body of the work.

SEC. 17. Works in which the lines or paragraphs occur frequently in different sized type, to be cast up separately, and charged an advance of 3 cents per 1,000 ems.

SEC. 18. All matter in which there are a number of braces requiring two or more justifications, as in botanical works, a price and a half to be charged.

SEC. 19. All matter made up and proved by the employer, except on newspapers, to be charged 2 cents less per 1,000 ems. No matter, however, to be made up by the employer or other persons, without the consent of the journeyman composing the same; nor is this to be construed as giving to the employer the headings, the blank pages, head or foot lines, or any portion of matter, which, according to usage, belongs to the journeyman when he makes up himself; and all guard lines to be charged with the body of the page.

SEC. 20. Headlines, when set in type smaller than the body of the work, or spaced, the folios justified, or altered for each alternate page, 1 cent extra per page shall be charged.

SEC. 31. The compositor shall, in all cases, be exempt from clearing away, tying up, unleading, or in any manner taking charge of matter which he has set, except to distribute, and clear away bearer, head, and foot lines, titles, and blanks, and, also, to leave his tabular or column work free of rules; *Provided*, That such matter shall be ready to clear away while the compositor holds his situation.

SEC. 22. Compositors shall, in all cases, charge for every blank page at the end of the work imposed—each form to be graduated by the following rule: In octavo forms, if less than 2 pages, to be charged as 2; for 3 pages, 4 to be charged; for 5, 6 or 7 pages, a full form to be charged.

SEC. 23. It shall be the duty of the compositor to take two proofs of each form he imposes. All proofs taken afterwards shall be charged at the rate of 1 cent per page and for small jobs, 5 cents each. Where extra proofs are required from the carelessness of the compositor, no additional charge shall be made.

ARTICLE IV.

SECTION 1. Tabular or column work, etc., containing three or four columns of figures, or words, or figures and words, shall be charged a price and a half. All work, as above, with brass or other rules, or where there are five or more columns of figures, or words, or figures and words, with or without rules, shall be charged double price.

SEC. 2. Where a measure exceeds even ems in width, and is less than an en, an en only to be counted; but if over an en, to be counted an em.

SEC. 3. Where a measure does not exceed 8 ems in width, 4 cents extra per 1,000 ems; 8 and less than 14, 3 cents extra per 1,000 ems; 14 and under 18, 2 cents extra per 1,000 ems; 18 and under 21, 1 cent extra per 1,000 ems.

SEC. 4. All letter cast on a body larger than the face—as bourgeois on long primer—to be counted according to the face; and all letter cast on a smaller body than the face, to be counted according to the body. The standard for all regular fonts of letter, from pica to diamond inclusive, shall be as follows: For pica, 11 ems; small pica, 12 ems; long primer, 12 ems; bourgeois, 12 ems; brevier, 13 ems; minion, 13 ems; nonpareil, 14 ems; agate, 15 ems; pearly, 16 ems; and diamond, 17 ems. All fonts of letter, the alphabets of which fall below the number of ems above stated, shall, in all cases, be charged, for every 3-em space of such deficit, 1 cent extra per 1,000 ems.

SEC. 5. Making up furniture, casing new letter, pulling out or putting in leads, (after the matter shall have been set) alterations in proof from copy, in phraseology, punctuation, capitalization, italicization, small capitalization, or in any other particular, shall be charged according to the time consumed, at the rate of 25 cents per hour.

SEC. 6. All fat matter shall be equally distributed, in such manner as the journeymen in each office, respectively, may agree upon.

SEC. 7. All work not coming legitimately under the above scale, shall be charged at the rate of 25 cents per hour.

ARTICLE V.

SECTION 1. Foremen and assistant foremen on morning papers shall receive not less than \$15 per week.

SEC. 2. Foremen and assistant foremen on other than morning papers shall receive not less than \$13 per week.

SEC. 3. Compositors in book or job offices shall receive not less than \$12 per week.

SEC. 4. Ten hours shall be considered a day's work, except on Saturday, when it shall be nine, and end at 5 o'clock, p. m.

PRESSWORK.

1. Medium size or under, per token.....	\$0.25
2. Imperial or medium and a half or under.....	.30
3. Double medium, or mammoth.....	.38
4. On forms of but one token, advance.....	.10
5. Lifting form before completed, to be charged same as token.....	
6. Poetical works of 24s and under 72s, super royal and under (where the number does not exceed 1,000 copies, 2 cents advance) per token.....	.38
7. Steamboat bills, on post or cap paper, per ream.....	1.00
8. Steamboat bills, on post or cap paper, one-half ream.....	.50
9. Broad-sides, cap or letter, per token.....	.35
10. Broad-sides, medium or larger, per token.....	.50
11. Posters, medium or under, first hundred.....	.40
12. Posters, medium or under, each additional hundred.....	.30
13. Posters, imperial to double medium, first hundred.....	.45
14. Posters, imperial to double medium, each additional hundred.....	.35
15. Handbills, half-sheet medium or under, per first token.....	.40
16. Handbills, half-sheet medium or under, each additional token.....	.30
17. Cap or letter jobs, including circulars, bill heads, bills of lading, dray tickets, magistrates' and constables' blanks, wood receipts, etc., per single token.....	.35
18. Each additional token.....	.30
19. Steamboat registers, headings, etc., on demy, per single token, or under.....	.50
20. Each additional token.....	.35
21. Blank checks, on post or demy, single token.....	.50
22. Each additional token.....	.35
23. Blank checks, on cap or letter paper, per token.....	.35
24. All jobs done in colors, to be charged by the hour.....	.25
25. All jobs on bank-note, silk or linen paper.....	.50
26. Policies of insurance, on folio post or proposition paper, per token.....	.50
27. Steamboat bills, medium or royal paper, per ream.....	1.25
28. Steamboat bills, medium or royal paper, one-half ream.....	.75
29. Cards, No. 7 or under, per hundred.....	.20
30. Cards, larger size.....	.50
31. Hat tips, same as cards.....	
32. All parchments on letter-sheet size or over, per pull.....	.05
33. All parchments under letter-sheet size, per hour.....	.25
34. Covering tympan and drawer, each.....	.50
35. All work done with machine rollers, advance, per token.....	.05
36. Working a new hand press, first month, advance, per token.....	.05
37. For each roller that a pressman casts he shall receive.....	.50
38. After a form is put to press, the pressman shall receive 25 cents per hour for detentions caused by alterations or corrections.....	

For all work done by the hour, pressmen shall receive not less than 25 cents per hour; and at not less than this rate, fine work, requiring extra trouble, and all work not coming legitimately under the above scale, shall be arranged between the employer and the employed.

1. Pressmen on daily morning papers, working by the week to receive not less than \$15; all other pressmen not less than \$12 per week.

2. Ten hours to be considered a day's work, except on Saturday, which shall be nine hours, and end at 5 o'clock, p. m. Presswork done after 9 o'clock at night, or after 5 o'clock on Saturday evening, and all work done on Sunday, to be charged a price and a half.

This scale of prices shall not prevent superior workmen from getting a higher rate of pay. But no workmen shall work for less than the prices here specified.

APPENDIX B, NO. 13.—PRICE LIST OF COLUMBIA TYPOGRAPHICAL SOCIETY, WASHINGTON, D. C., ADOPTED NOVEMBER 1, 1854.

COMPOSITION.

1. Compositors to receive not less than \$14 per week; ten hours to constitute a day's work; and for extra hours 30 cents per hour.

2. In all offices, and at all seasons, to receive not less than \$3 for each and every Sunday, (to consist of eight hours;) and for extra hours on said day, 37½ cents per hour.

PIECEWORK.

1. All works done in the English language, common matter, from pica to nonpareil, 42 cents per 1,000 ems; nonpareil, 46 cents; agate, 49 cents; pearl, 51 cents; diamond, 62 cents. The headline, with the blank after it, and the foot line, in all cases, to be counted as three lines. An en, in length or width, to be counted an en; if less than an en, not to be reckoned. Above pica, to be charged as pica.

2. Rule or figure work.—All rule or figure work a price and a half, according to the type in which it is set. All matter in which two or more rules are inserted to constitute rule work; and two or more columns of figures, without rules, to constitute figure work.

3. Rule and figure work.—All rule and figure work to be paid double the price of common matter. One column of figures and one rule, in a page or other matter, shall constitute rule and figure work: *Provided, however, That on works the pages of which are uniformly made up of two or more columns, (as on periodical publications,) no charge beyond that of common matter shall be made for, or on account of, the rules separating the columns.*

4. All heads and foot lines attached to rule or figure work, or rule and figure work, to be reckoned the same as the body of the matter.

5. All foreign languages, printed in Roman characters, an addition of 8 cents per 1,000 ems.

6. All work printed in Greek or other foreign characters, to be paid for at the rate of 81 cents per 1,000 ems.

7. Arithmetical works to be paid an advance of 8 cents per 1,000 ems on the price of common matter.

8. Algebraical or mathematical works to be charged double price.

9. Spelling books, or other work containing more than two columns in a page, to be paid an advance of one-half on the price of common matter.

10. Music to be charged for according to the size of the type in which it is set. The head and foot lines to be charged the same as the body of the matter.

11. Side notes to be counted the full length of the page, and charged according to the type in which they are set.

12. Cut-in notes to be cast up according to the type in which they are set, and charged 17 cents extra per 1,000 ems; and the whole page to be counted as text.

13. All bottom notes, contents of chapters, etc., in smaller type than the text, to be paid for according to the type in which they are set.

14. All letter cast upon a larger body than the face, as *bourgeois* on long primer, to be counted according to its face; all letter cast upon a smaller body than the face, as *minion* on nonpareil, to be counted according to the body; and all letter shall measure 12½ ems to the alphabet.

15. All works, where the measure does not exceed 14 ems in width, to be 5 cents per 1,000 ems advance.

16. For making up a set of furniture, not exceeding 16 pages, 40 cents; exceeding, 66 cents.

Alterations.—Compositors to receive for alterations from copy at the rate of 35 cents per hour.

PRESSWORK.

1. Pressmen shall receive not less than \$14 per week; ten hours to constitute a day's work; and for extra hours, 30 cents per hour.

2. At all times to receive not less than \$3 for each and every Sunday, (to consist of eight hours;) and for extra hours on said day 37½ cents per hour.

1. PIECEWORK.

Kind of work.	With balls or hand rollers.	With rollers and roller boys, (a) or machine rollers.
	Cents.	Cents.
Medium and below medium, when the form consists of brevier or larger letter	43	33
Below brevier, not less than	46	36
Royal, on brevier or larger letter	48	38
Royal, below brevier	51	41
Super royal, on brevier or larger letter	53	43
Super royal, below brevier	55	45
Medium and a half, on brevier or larger letter	54	44
Medium and a half, below brevier	57	47
Imperial, on brevier or larger letter	59	49
Imperial, below brevier	61	51
Newspapers, when printed on imperial	59	49
Newspapers, when printed on royal or super royal	48	38
For any size above imperial, the charge shall be	71	61

^a Pressman to pay his roller boy.

2. SCALE OF VARIATION FOR THE SIZE OF FORMS, SHOWING THE NUMBER OF PICA EMS (a) TO BE CONTAINED IN EACH.

Numerical denomination.	Medium.	Royal.	Super royal.	Medium and a half.	Imperial.
Twos	11,966	13,770	16,318	17,948	19,672
Fours	9,960	11,468	13,580	14,720	16,372
Sixes	9,306	10,716	12,690	13,960	15,298
Eights	8,816	10,152	12,044	13,224	14,494
Twelves	8,712	10,032	11,880	13,068	14,322
Sixteens	8,254	9,504	11,276	12,380	13,524
Eighteens	8,206	9,450	11,190	12,312	13,492
Twenty-fours	8,024	9,240	10,942	12,036	13,192
Thirty-twos	7,948	9,152	10,838	11,922	13,066

^a This table is based upon 6 pica ems to the statute inch. The English standard (see Penny Magazine, Vol. II, p. 422) is 71½ pica ems to the foot; but most fonts in this country are a slight degree smaller.

3. LEGITIMATE SIZES OF PAPER.

	Inches.
Medium	18 by 22
Royal	19 by 24
Super royal	20 by 27
Medium and a half	22 by 27
Imperial	21 by 31

Any form exceeding either of these by 300 ems, to be charged as the next size.

4. All bookwork less than four tokens to be charged 2 cents extra per token.

5. Jobs 48 cents per token, when worked on medium or paper below medium; when on royal or upward, on brevier or larger letter, not less than 52 cents; below brevier, 54 cents; when on imperial, 60 cents per token.

6. Work done in colors, double price.

7. Cards, for one pack, and not exceeding two packs, 47 cents; when exceeding two packs, to be paid for at the rate of 19 cents per pack.

8. Broad-sides shall be a price and a half, according to the size of the paper. To constitute a broadside, the matter to extend across the sheet without a break. A foolscap sheet, and all above, to be considered a broadside.

9. Parchments to be 50 cents per token.

10. All matter that is required to be made up and imposed in pages, to be considered bookwork, except newspapers of 4, 8, or 16 pages.

11. A token shall consist of 240 sheets.

12. For taking down or putting up a press, 25 cents per hour.

13. For lifting a form before completed, 44 cents.

14. For covering a tympan and drawer, \$1.50, or 75 cents for either.

15. When an alteration in a form takes place, each pressman shall be paid at the rate of 25 cents per hour for the time occupied; or 30 cents per hour, if he be one pressman, with a roller boy.

16. No pressman shall teach an apprentice presswork without the benefit of his work for fifteen weeks, or half his wages for six months; and he shall be a regular apprentice of the office.

APPENDIX B, NO. 14.—SCALE OF PRICES OF THE COLUMBIA TYPOGRAPHICAL SOCIETY, WASHINGTON CITY, D. C., REVISED AND ADOPTED MARCH, 1856.

COMPOSITION.

1. Compositors to receive not less than \$14 per week, ten hours to constitute a day's work, and for extra hours 32 cents per hour; Sunday work to be paid for at the rate of \$3 per day of eight hours.

PRESSWORK.

Pressmen are to be paid not less than the same rates that compositors working by the week receive.

PIECEWORK.

1. All works done in the English language, common matter, from pica to nonpareil, 40 cents; agate, 44 cents; pearl, 49 cents; diamond, 60 cents; the head-line, with the blank after it, and the foot line in all cases to be counted as three lines. An en in length or width to be counted an em; if less than an en, not to be reckoned. Above pica, to be charged as pica.

2. Rule or figure work.—All rule or figure work, "or where three or more justifications occur in a page or column," a price and a half, according to the type in which it is set. All matter in which two or more rules are inserted to constitute rule work, and two or more columns of figures without rules, to constitute figure work.

3. Rule and figure work.—All rule and figure work to be paid double the price of common matter. One column of figures and one rule, in a page or other matter, shall constitute rule and figure work: *Provided, however*, That on works the pages of which are uniformly made up of two or more columns (as on periodical publications,) no charge beyond that of common matter shall be made for or on account of the rules separating the columns.

4. All heads or foot lines attached to rule or figure work or rule and figure work, to be reckoned the same as the body of the matter.

5. All foreign languages, printed in Roman characters, an addition of 10 cents per 1,000 ems.

6. All works printed in Greek, or other foreign characters, to be paid for at the rate of 80 cents per 1,000 ems.

7. Arithmetical works to be paid an advance of 10 cents per 1,000 ems on the price of common matter.

8. Music double price.

9. Side notes to be counted the full length of the page and charged according to the type in which they are set.

10. Cut-in notes to be cast up according to the type in which they are set, and charged 10 cents extra per 1,000 ems; and the whole page to be counted as text.

11. Algebraical or mathematical works to be charged double price.

12. All bottom notes, contents of chapters, etc., in smaller type than the text, to be paid for according to the type in which they are set.

13. All letter cast upon a larger body than the face, as bourgeois on long primer, to be counted according to its face; all letter cast upon a smaller body than the face, as minion on nonpareil, to be counted according to the body; and all letter shall measure 12½ ems to the alphabet.

14. All works where the measure does not exceed 14 ems in width, to be 3 cents per 1,000 ems advance.

15. For making up a set of furniture, not exceeding 16 pages, 37 cents; exceeding, 66 cents.

Alterations.—Compositors to receive for alterations from copy, or other time work at the rate of 32 cents per hour.

APPENDIX B, NO. 15.—SCALE OF PRICES OF THE COLUMBIA TYPOGRAPHICAL SOCIETY, WASHINGTON, D. C., ADOPTED FEBRUARY 21, 1863.

WEEKLY RATES.

1. Compositors in book and job offices, and on evening and weekly newspapers, to receive not less than \$16 per week, ten hours to constitute a day's work; and for extra hours 40 cents per hour.

2. The regular hours of work shall be as follows: From the 10th of October, inclusive, to the 10th of March, 8 a. m. to 7 p. m.; from the 10th of March, inclusive, to the 10th of October, 7 a. m. to 6 p. m.

3. The regular holidays shall be as follows: Fourth of July, Thanksgiving Day, and Christmas Day; and all work required to be done on those days shall be paid the same as Sunday work.

On the eve of regular holidays and days generally observed as such, and on every Saturday evening throughout the year, work shall cease at 5 p. m.

4. In all offices and at all seasons compositors to receive not less than \$4 for Sunday work, the day to consist of eight hours, and 60 cents per hour for all extra work.

5. No work shall be done at the weekly rates for less than three days—all jobs that last for a less time to be done by the piece.

PIECEWORK.

BOOK, JOB, AND EVENING PAPER OFFICES.

1. All works done in the English language, common matter, from pica to agate, inclusive, 45 cents per 1,000 ems; pearl, 50 cents; diamond, 60 cents. An en in length or width to be counted an em; if less than an en, not to be counted. Works set in type larger than pica to be counted as pica.

2. All works in foreign languages (Roman characters) shall be paid 5 cents extra per 1,000.

3. Works in foreign characters shall be paid for as follows: Greek, without accents, 60 cents per 1,000, accented, 65 cents; German 45 cents; Hebrew without points, 60 cents; with points, (to be cast up half body and half points,) 80 cents.

4. Where words of Greek or Hebrew occur in common matter the charge shall be for the first three words or less 5 cents, and 1 cent a word thereafter; unless the foreign character shall amount to 1,000 ems in a mass, then to be paid as per scale for such character.

5. Arithmetical works 10 cents per 1,000 ems extra.

6. Algebraical or mathematical works, double price.

7. Side notes to be counted the full length of the page, and charged according to the type in which they are set.

8. Cut-in notes to be charged 3 cents a note, the whole page to be counted as text.

9. All bottom notes, contents of chapters, etc., in smaller type than the text, to be paid for according to the type in which they are set.

10. All works under fourteen ems in width, 3 cents per 1,000 ems extra.

11. All letter cast on a body larger than its face, as bourgeois on long primer, to be paid by the face; and all cast on a smaller body than the face to be paid by the body.

12. All letter must measure 12½ ems to the alphabet.

13. Compositors shall correct one proof and one revise. All alterations made by the author to be paid for at the rate of 40 cents per hour.

14. For making up a set of furniture, sixteen pages, 37 cents; exceeding sixteen pages, 66 cents.

RULE AND FIGURE WORK.

15. Rule or figure work.—All rule or figure work, or where three or more justifications occur in a page or column, a price and a half, according to the type in which it is set. All matter in which two or more rules are inserted to constitute rule work; and two or more columns of figures, without rules, to constitute figure work.

16. Rule and figure work.—All rule and figure work to be paid double the price of common matter. One column of figures and one rule, in a page or other matter, shall constitute rule and figure work: *Provided, however*, That on works the pages of which are uniformly made up of two or more columns (as on periodical publications), no charge beyond that of common matter shall be made for, or on account of, the rules separating the columns.

17. All heads and foot lines attached to rule or figure work, or rule and figure work, to be reckoned the same as the body of the matter.

MORNING PAPERS.

1. Compositors employed on morning papers shall receive 45 cents per 1,000 ems (all letters included,) and shall in all cases work by the piece.

2. Rule work, figure work, and rule and figure work shall be charged at the rates laid down in articles 15, 16, and 17 of book rates.

3. If the hook, stone, table, desk, or place where copy is taken from be cleared after 7 o'clock at night, compositors to receive pay while on the wait, at 40 cents per hour; for fractions of hours the charge shall be as follows: Fifteen minutes and under, and not exceeding twenty, one-fourth hour; over twenty and not exceeding thirty-five, one-half hour; over thirty-five and not exceeding fifty, three-fourths hour; over fifty minutes, one hour.

4. At least two hours' composition shall be supplied between the hours of 3 and 6 o'clock p. m.

5. Compositors to correct one proof.

6. In consideration that the office in which the official debates of Congress are printed can not obtain the copy until the Houses of Congress adjourn and the reporters' notes are written out, the proprietor thereof shall have the privilege to commute all time for waiting and afternoon copy by paying 5 cents per 1,000 ems over and above the foregoing scale of prices: *Provided*, That such system shall continue throughout each session of Congress.

PRESSWORK.

1. Pressmen shall receive not less than \$16 per week, ten hours to constitute a day's work; and for extra hours 40 cents per hour.

2. At all times to receive not less than \$4 for each and every Sunday (to consist of eight hours), and for extra hours on said day, 60 cents per hour.

3. In any office where there are more than four presses, no pressman shall have charge of more than two power presses, except in the case of an unavoidable exigency.

(Feb. 21, 1863.)

APPENDIX B, NO. 16.—SCALE OF PRICES OF THE COLUMBIA TYPOGRAPHICAL SOCIETY, WASHINGTON, D. C., ADOPTED JULY 2, 1864.

WEEKLY RATES.

1. Compositors in book and job offices, and on weekly newspapers, to receive not less than \$21 per week, ten hours to constitute a day's work; and for extra hours 50 cents per hour.

2. The regular hours of work shall be as follows:

From the 10th of October, inclusive, to the 10th of March, 8 a. m. to 7 p. m.; from the 10th of March, inclusive, to the 10th of October, 7 a. m. to 6 p. m.

3. The regular holidays shall be as follows: Fourth of July, Thanksgiving Day, and Christmas Day; and all work required to be done on those days shall be paid the same as Sunday work.

On the eve of regular holidays and every Saturday evening throughout the year, work shall cease at 5 p. m.

4. In all offices and at all seasons compositors to receive not less than \$5 for Sunday work, the day to consist of eight hours, and 70 cents per hour for all extra work.

5. No work shall be done at the weekly rates for less than three days, all jobs that last for a less time to be done by the piece.

PIECEWORK.

BOOK, JOB, AND EVENING PAPER OFFICES.

1. All works done in the English language, common matter, from pica to agate, inclusive, 60 cents per 1,000 ems; pearl, 65 cents; diamond, 75 cents. An en in length or width to be counted an em; if less than an en, not to be counted. Works set in type larger than pica to be counted as pica.

2. All works in foreign languages (Roman characters) shall be paid 10 cents extra per 1,000.

3. Works in foreign characters shall be paid for as follows: Greek, without accents, 75 cents per 1,000; accented, 80 cents; German, 60 cents; Hebrew, without points, 75 cents; with points, (to be cast up half body and half points,) \$1.

4. Where words of Greek or Hebrew occur in common matter the charge shall be for the first three words or less 5 cents, and 1 cent a word thereafter; unless the foreign character shall amount to 1,000 ems in a mass, then to be paid as per scale for such character.

5. Arithmetical works 10 cents per 1,000 ems extra.

6. Algebraical or mathematical works, double price.

7. Side notes to be counted the full length of the page, and charged according to the type in which they are set.

8. Cut-in notes to be charged 3 cents a note, the whole page to be counted as text.

9. All bottom notes, contents of chapters, etc., in smaller type than the text, to be paid for according to the type in which they are set.

10. All works under 14 ems in width, 3 cents per 1,000 ems extra.

11. All letter cast on a body larger than its face, as bourgeois on long primer, to be paid by the face; and all cast on a smaller body than the face to be paid by the body.

12. All letter must measure 12½ ems to the alphabet.

13. Compositors shall correct one proof and one revise. All alterations made by the author to be paid for at the rate of 45 cents per hour.

14. For making up a set of furniture, sixteen pages, 50 cents; exceeding sixteen pages, 75 cents.

RULE AND FIGURE WORK.

15. Rule or figure work.—All rule or figure work, or where three or more justifications occur in a page or column, a price and a half, according to the type in which it is set. All matter in which two or more rules are inserted to constitute rule work; and two or more columns of figures, without rules, or one column of figures and one rule, to constitute figure work.

16. Rule and figure work.—All rule and figure work to be paid double the price of common matter. Two columns of figures and two rules in a page or other matter, shall constitute rule and figure work: *Provided, however,* That on works the pages of which are uniformly made up of two or more columns, (as on periodical publications,) no charge beyond that of common matter shall be made for, or on account of, the rules separating the columns.

17. All heads and foot lines attached to rule or figure work, or rule and figure work, to be reckoned the same as the body of the matter.

EVENING PAPERS.

1. Compositors on evening papers shall, in all cases, work by the piece, and have at least six hours' composition each day; and if, during said six hours, they may be compelled to wait, they shall be paid while on the wait 45 cents per hour. For fractions of an hour the charge shall be: For fifteen minutes and under twenty minutes, one-fourth hour; over twenty and not exceeding thirty-five minutes, one-half hour; over thirty-five and not exceeding fifty minutes, three-fourths hour; over fifty minutes, one hour.

2. On all evening or weekly newspapers where the foreman or make-up man type, he shall take his regular turn for copy. All copy shall be placed on the hook, and fat advertisements or any other description of fat matter shall be culled.

MORNING PAPERS.

1. Compositors employed on morning papers shall receive 60 cents per 1,000 ems. (all letters included,) and shall, in all cases, work by the piece.

2. Rule work, figure work, and rule and figure work shall be charged at the rates laid down in articles 15, 16, and 17 of book rates.

3. If the hook, stone, table, desk, or place where copy is taken from be cleared after 7 o'clock at night, compositors to receive pay while on the wait, at 50 cents per hour; for fractions of hours the charge shall be as follows: For fifteen minutes and under twenty, one-fourth hour; over twenty and not exceeding thirty-five, one-half hour; over thirty-five and not exceeding fifty, three-fourths hour; over fifty minutes, one hour.

4. At least two hours' composition shall be supplied between the hours of 3 and 6 o'clock p. m.

5. Compositors to correct one proof.

6. In consideration that the office in which the official debates of Congress are printed can not obtain the copy until the Houses of Congress adjourn and the reporters' notes are written out, the proprietor thereof shall have privilege to commute all time for waiting and afternoon copy by paying 10 cents per 1,000 ems over and above the foregoing scale of prices: *Provided*, That such system shall continue throughout each session of Congress.

PRESSWORK.

1. Pressmen shall receive not less than \$21 per week, ten hours to constitute a day's work; and for extra hours 50 cents per hour.

2. At all times to receive not less than \$5 for each and every Sunday, (to consist of eight hours,) and for extra hours on said day 70 cents per hour.

3. In any office where there are more than four presses, no pressman shall have charge of more than two power presses, except in the case of a fellow-pressman being absent by sickness, or other temporary cause, in which case the man attending the presses shall be paid the full amount of the absentee's wages: *Provided*, That no pressman shall have claim for any such extra service for more than three days in any one month.

(July 2, 1864.)

APPENDIX B, NO. 17.—SCALE OF PRICES OF COLUMBIA TYPOGRAPHICAL SOCIETY, WASHINGTON, D. C., ADOPTED OCTOBER 13, 1886.

BOOK AND JOB WORK.

1. All works in the English language, common matter, from pica to agate, inclusive, 60 cents per 1,000 ems; pearl, 65 cents; diamond, 75 cents. An em in length or width to be counted as an em; less than an em not to be counted. Type larger than pica to be cast up as pica.

2. Works in foreign languages (Roman characters) shall be paid price and a half per 1,000 ems.

3. Where words of Greek or Hebrew occur in common matter, the charge shall be 5 cents extra for the first three words or less, and 1 cent per word thereafter; unless the foreign characters shall amount to 1,000 ems in a mass, in which case they shall be charged a price and a half.

4. Arithmetical works 20 cents per 1,000 ems extra.

5. Algebraical or mathematical works, double price. Should lines or small portions of algebra occur in an ordinary work, 50 cents an hour shall be charged for the time consumed in composing them.

6. Works printed with the English spelling, as, superiors, etc., shall be charged 10 cents per page extra.

7. Prefaces, contents, or a matter are in type in which they are composed, and take the work belong.

8. Blank pages in a form matter is made up or imposed by the chapter heading page

shall be charged by the compositor, whether made up by him or not, at the same rate as the body of the work to which they belong.

9. The office has the privilege of claiming full titles and dedications, but in no case shall piece-paying establishments claim half titles, or any other prefixed matter, nor cull the fat portions of any work.

10. Headlines, etc., giving a synopsis of the contents of each page, when filled up by the proof reader after the matter has been made up, to be charged 50 cents per hour for the time consumed in inserting.

11. The establishment shall furnish the necessary sorts for all works requiring an unusual quantity of capitals, figures, italics, points, etc. Sorts furnished subsequent to matter being set up shall be inserted at the expense of the office.

12. When matter is set without leads, and is afterwards required to be leaded, such matter shall be leaded at the expense of the employer, and the compositor shall charge for it the same as if he had originally put in the leads.

13. Compositors may be required to clear away or distribute all fat or objectionable matter charged by them, when the sorts in it have been supplied by the office, and take out leads from dead matter when the leads have been supplied by the office; except in cases where the matter has been kept standing for a second edition, in which case the office shall take charge of it.

14. Side notes shall be counted the full length of the page, and charged according to the type in which they are set.

15. Cut-in notes shall be paid 25 cents each, and the whole page charged as text.

16. Bottom notes, contents of chapters, etc., in smaller type than the text, shall be cast up to the type in which they are set.

[Casting up side notes, etc.—When a compositor is required to cast up his pages to ascertain their value, he is entitled to reckon in his calculation all that constitutes part and parcel of his page. It is upon this rule that he acts when he casts up a page of two columns, for he includes in the width of his page the reglet or rule which separates his columns. In table work he reckons the rules or blank columns which may occur in his page. So, also, in casting of bottom notes, he reckons the reglet, rule or white which separates the text and the note; and upon the same principle he is entitled to reckon the reglet in the square of his page.]

17. All matter set in a measure less than 16 ems in width, of whatever type may be composed, shall be charged 5 cents per 1,000 ems extra.

[Note.—When more than two columns appear on the face of a page, this article shall not apply, but the case shall be governed by article 20.]

18. When cuts are inserted in the matter or worked in pages along with the body of the work, such cuts belong to the compositors; but when the cuts are worked entirely separate, the same as copperplate engravings or lithographic plates, they are not claimed by the compositors.

19. When cuts inserted in matter cause overrunning in making up—as works on natural philosophy, chemistry, etc.—and also when questions are appended to the page, 50 cents per hour shall be paid for the time occupied in overrunning or appending the questions.

20. All work where three justifications or columns, (words or figures) without rules, occur in a page or column shall be charged a price and a half, according to the type in which it is set; when more than three columns occur, to be charged double price.

21. All rule and figure work to be charged double the price of common matter. Three or more columns, (figures or words,) with rules, in a page or other matter, shall constitute rule and figure work: *Provided, however*, That on works the pages of which are uniformly made up of two or more columns (such as periodical publications) no charge beyond that of common matter shall be made for [or] on account of the rules separating the columns.

22. Title headings and foot lines to column and tabular work shall be considered as part of such matter and paid for accordingly.

23. Short pages in a series of tables are charged as full pages.

24. Matter consisting of four or five blank columns (forms, etc.) to be charged a price and a half; but when the columns are six or more, to be charged double, cast up to the type used in the work in which they occur.

25. It shall be the duty of the compositor imposing to take two proofs of each form. All proofs taken afterwards shall be paid for at the rate of 15 cents each for letterpress forms, and for stereotype forms and small jobs 5 cents each. When extra proofs are required through the carelessness of a compositor, they shall be taken at his expense.

26. Compositors shall correct one proof and one revise. All alterations made by the author to be paid for at the rate of 50 cents per hour.

27. In all cases where bad letters are marked by the proof reader in consequence of worn-out defective fonts, the same shall be corrected at the expense of the establishment.

28. All letter cast on a larger body than the face (as bourgeois on long primer) shall be cast up according to the face, and all letter cast on a smaller body than the face (as minion on nonpareil) shall be counted according to the body.

29. All fonts of type, the alphabet of which measures less than 12½ ems, shall be cast up in depth to the body of the type used, and in width to that of the next smaller type.

30. When necessary to facilitate work, the employer may appoint a make-up. *Provided*, That not more than 4 cents per 1,000 ems shall be deducted for making-up, imposing, taking the necessary proofs, etc.; the compositor to charge the entire page, including head and foot lines.

31. For bad manuscript, works of an intricate nature, etc., not governed by these articles, 50 cents per hour shall be charged.

TIME WORK.

32. Compositors and pressmen employed by the week shall receive not less than \$24 per week, eight hours to constitute a day from the 1st of October to the 31st of March, and ten hours to constitute a day from the 1st of April to the 30th of September inclusive. For extra work 50 cents per hour. After 12 o'clock midnight, 75 cents per hour.

33. The regular hours of work shall be as follows: From the 1st of October to the 31st of March, inclusive, 8 a. m. to 5 p. m., and from the 1st of April to the 30th of September, inclusive, 7 a. m. to 6 p. m.

34. The regular holidays shall be as follows: Fourth of July, Thanksgiving Day, and Christmas Day; and all work required to be done on those days shall be paid the same as Sunday work. On the eve of regular holidays, and days generally observed as such, and every Saturday evening, throughout the year, work shall cease at 5 p. m.

35. In all offices and at all seasons compositors to receive not less than \$5 for Sunday work, the day to consist of eight hours, and 75 cents per hour for all extra work.

36. No composition shall be done at the weekly rates for less than three days; all jobs that last for a less time to be done by the piece or at the rate of 50 cents per hour.

37. In any case where a compositor or pressman employed by the week shall be recalled, without previous notice, after working hours to do extra work, \$1 extra shall be charged.

38. In any office where there are more than three presses, no pressman shall have charge of more than two power presses, except in case of a pressman being absent by reason of sickness or other unavoidable circumstance, in which event his fellow-pressmen, with the approbation of the employer, may take charge of his presses: *Provided*, That the absentee be paid the full amount of his wages: *Provided, further*, That he shall not be absent more than one week in any one month.

MORNING PAPERS.

1. Compositors employed upon morning papers shall receive not less than 60 cents per 1,000 ems, (all letter included) and shall in all cases work by the piece.

2. Column and tabular work.—See articles 20, 21 and 22 of book scale.

3. Bastard type.—See articles 28 and 29 of book scale.

4. Work done by the hour shall be charged at the rate of 50 cents per hour; and all time consumed in waiting for copy after 7 p. m. shall be similarly charged. For fractions of hours the charge shall be as follows: For ten minutes and not exceeding twenty, one-fourth hour; over twenty and not exceeding thirty-five minutes, one-half hour; over thirty-five and not exceeding fifty minutes, three-fourths hour; over fifty minutes, one hour.

5. At least two consecutive hours' composition shall be supplied between the hours of 2 and 6 p. m.

[*Note*.—In consideration that the office in which the official debates of Congress are printed can not obtain the copy until the House of Congress adjourn and the reporters' notes are written out, the proprietor thereof shall have the

privilege of commuting all time for waiting and afternoon copy by paying 10 cents per 1,000 ems over and above the foregoing scale: *Provided*, That such system shall continue throughout each session of Congress.]

6. A cut or stereotype plate, whether complete in itself or not, belongs to the compositor.

7. On each and every occasion when a man, after having left the office for the night, shall be recalled to work before 10 a. m., \$1 extra shall be charged.

8. All matter set for newspapers during the week, whether published or not, shall be placed upon the compositors' bills and paid for at the end of the week, or at whatever time may be specified for the closing of the weekly bills.

9. A majority of the hands in each newspaper office shall regulate all matters in relation to departments or other fat matter, subject to the approval of the employer, but no copy shall be culled except under such regulation.

10. Compositors to correct one proof.

EVENING PAPERS.

1. Compositors on evening papers shall in all cases work by the piece, and have at least six consecutive hours' composition each day; and if at any time they may be compelled to wait for copy they shall be paid at the rate of 50 cents per hour—fractions of hours to be charged as prescribed in article 4 of morning newspaper scale.

2. Articles 1, 2, 3, 6, 8, 9, and 10 of the scale for morning papers shall apply to evening papers.

RECENT REPORTS OF STATE BUREAUS OF LABOR STATISTICS.
COLORADO.

Ninth Biennial Report of the Bureau of Labor Statistics of the State of Colorado, 1903-4. W. H. Montgomery, Deputy Commissioner.
299 pp.

Among the most important subjects presented in the five chapters of this report are collection of wages, the eight-hour question, wages and cost of living, strikes, lockouts, and boycotts, labor organizations, railroad labor, and coal production.

COLLECTION OF WAGES.—The collection of wages due employees, where the claim was so small that it did not justify the payment of an attorney's fee, or when the plaintiff was unable to advance enough money for the payment of a docket fee, was one of the duties performed by the State labor bureau officials during the past six years. For a period of 22 months, covering 1903 and most of 1904, claims aggregating \$36,597.13 were filed, and collections or settlements amounting to \$15,723.39 were made, thus showing collections or satisfactory settlement made whereby 43 per cent of the aggregate amount of all claims filed was recovered.

THE EIGHT-HOUR QUESTION.—This division of the report records the efforts made on the part of organized labor looking to the establishment by law of an eight-hour day in underground mines and underground workings; also, there is a reproduction of the eight-hour law for the employment of women and children passed at the 1903 session of the State legislature.

WAGES AND COST OF LIVING.—Under "Wages" is presented a schedule of the rates paid in 119 selected occupations. Few changes in average rates have taken place during the past two years. Under "Cost of living" are given the retail prices of 53 articles of household use (food, fuel, etc.) in 16 cities and towns located in as many different counties of the State.

STRIKES, LOCKOUTS, AND BOYCOTTS.—An extended account is given of each of the great labor disputes occurring in the State during the years 1903 and 1904. While the strikes in Colorado during the two years have been fewer in number than for the previous biennial period, their magnitude, cost, and far-reaching influences have been so great as to attract national attention, particularly the great strikes of the metalliferous miners and of the coal miners.

LABOR ORGANIZATIONS.—Under this title are given the name, location, membership, etc., of the various labor unions of the State,

together with an account of several federated bodies. The returns received show for the State 16 trades assemblies, building trades councils, etc.; 357 labor unions, with a membership of 44,841, and 54 railroad organizations, with a membership of 4,496, making a total of 427 organizations, with a membership of 49,337.

RAILROAD LABOR.—For the fiscal year ending in 1904 the steam railroads of the State reported the number of employees of all classes as 10,258, to whom were paid in wages the sum of \$10,064,391. There were 636 employees injured during the year, the injuries of 21 resulting fatally.

COAL PRODUCTION.—The 160 mines in operation in the State during 1903 produced 7,800,694 tons of coal and gave employment at the mines to 10,296 people. There were 150 accidents, of which 40 were fatal, thus making 1 fatal accident to 195,017 tons of coal mined and 1 nonfatal accident to 70,915 tons mined. It is estimated that in consequence of strikes the production of coal was lessened for the year by 1,200,000 tons.

OREGON.

First Biennial Report of the Bureau of Labor Statistics of the State of Oregon, 1903-4. O. P. Hoff, Commissioner. 164 pp.

The Oregon bureau of labor statistics and the office of inspector of factories and workshops were established by an act of the legislature approved February 24, 1903. The present report, the first biennial issued by the bureau, presents a large variety of subjects pertaining directly and indirectly to labor.

LABOR LAWS AND DECISIONS OF COURTS.—This consists, principally, of a reproduction of the laws relating to labor enacted by the State legislature at its session in 1903, and a decision of the supreme court in 1904 respecting the validity of the barbers' act.

LABOR ORGANIZATIONS.—Reports were received from 94 unions, having a total membership of 7,676, giving date of organization, membership of each union, membership fees, monthly dues, strike, sick and funeral benefits, wages and hours of labor, number of members idle, etc.

STRIKES AND LOCKOUTS.—Brief accounts are given of 10 strikes and 2 lockouts that occurred in the State between June 1, 1903, and September 30, 1904.

INDUSTRIES.—Reports from various manufacturing, agricultural, transportation, and other industries of the State present capital and output, wages and hours of labor, number of employees, and miscellaneous data.

MISCELLANEOUS.—Other subjects given consideration in the report are convict labor, Chinese and Japanese, domestic help, sailor ship-

ping, etc., and for each county of the State an account of its physical aspects, products, resources, transportation facilities, wages paid farm and common labor, and various additional items of general information.

PENNSYLVANIA.

Annual Report of the Secretary of Internal Affairs of the Commonwealth of Pennsylvania. Vol. XXXI, 1903. Part III, Industrial Statistics. Robert C. Blair, Chief of Bureau. 489 pp.

The subjects following are presented in this report: History of the organization of the bureau of statistics, 69 pages; comparative statistics of manufactures, 316 pages; statistics of iron, steel, and tin-plate production, 22 pages; statistics of coal mining, 12 pages; labor statistics, 21 pages; organized labor, 23 pages; directories of pig-iron furnaces, steel and rolling mills, and tin-plate plants, 7 pages.

HISTORY OF THE ORGANIZATION OF THE BUREAU OF STATISTICS.—Under this title is given a history of the Pennsylvania bureau of labor statistics, based on official records, from the time of its organization, in 1872, to the year 1903, together with a list of the chiefs of the bureau and a summary of the contents of the annual reports from 1872 to 1903.

STATISTICS OF MANUFACTURES.—This chapter contains a series of statistical tables showing, in detail, for each of 84 manufacturing industries, the cost of production, employment, wages, and other data as reported by 734 identical establishments for each of the years 1896 to 1903. The following is a summary of the more important data:

COMPARATIVE STATISTICS OF 734 IDENTICAL MANUFACTURING ESTABLISHMENTS, 1896 TO 1903.

Year.	Capital invested in plants and working capital.	Cost of basic material.	Market value of product.	Per cent of cost of basic material of value of product.	Average days in operation.
1896	\$173,760,089	\$83,231,627	\$172,960,167	48.1	251
1897	176,659,784	90,379,071	185,721,192	48.7	260
1898	181,921,550	102,946,786	220,710,288	46.6	260
1899	213,157,385	144,616,714	291,539,594	49.6	260
1900	230,070,384	164,860,516	328,762,119	50.1	260
1901	237,517,874	168,702,606	342,259,767	49.3	260
1902	241,888,892	196,354,774	392,265,209	50.1	260
1903	269,958,818	199,030,954	393,448,052	50.6	260

Year.	Persons employed.	Aggregate wages paid.	Average yearly earnings.	Average daily wages.	Value of product per employee.	Per cent of wages of value of product.
1896	124,563	\$47,530,623	\$381.58	\$1.41	\$1,388.58	27.5
1897	129,930	49,705,549	382.56	1.34	1,429.39	26.8
1898	145,313	58,192,461	400.46	1.40	1,518.86	26.4
1899	166,548	72,081,652	432.80	1.50	1,750.48	24.7
1900	178,213	78,112,200	438.31	1.52	1,844.77	23.8
1901	185,788	83,142,450	447.51	1.53	1,842.21	24.3
1902	197,649	94,380,833	477.52	1.63	1,984.66	24.1
1903	206,311	99,270,883	481.17	1.66	1,907.06	25.2

IRON, STEEL, AND TIN-PLATE PRODUCTION.—The statements following present the principal data for 1903 in the production of pig iron, steel, rolled iron and steel, and tin plate:

PIG IRON.

Capital invested.....	\$162,662,941
Gross tons of production.....	8,181,652
Realized value.....	\$131,775,613
Value of basic material.....	\$63,889,439
Average days in operation.....	307
Number of workmen employed.....	16,912
Aggregate wages paid.....	\$10,662,196
Average yearly earnings.....	\$630.45
Average daily wages.....	\$2.05
Cost of labor per ton.....	\$1.33
Tonnage per man per day.....	1.57

STEEL.

Gross tons of production:	
Bessemer.....	3,914,806
Open-hearth, acid process.....	964,440
Open-hearth, basic process.....	3,437,114
Crucible and other processes.....	77,540
Total.....	8,393,900

ROLLED IRON AND STEEL.

Capital invested.....	\$262,192,499
Gross tons of production:	
Rails.....	1,125,751
Iron and steel structural shapes.....	1,001,876
Cut nails and spikes.....	33,509
Plates and sheets (including black plate for tinning).....	1,689,824
Other rolled products.....	4,534,401
Total.....	8,385,361
Value of product (not including the tin-plate works).....	\$326,321,632
Adult workmen employed (not including those in the tin-plate works).....	98,232
Aggregate wages paid adult workmen.....	\$64,414,171
Average days in operation.....	290
Average yearly earnings of adult workmen.....	\$655.74
Average daily wages of adult workmen.....	\$2.26
Average value per ton.....	\$40.24
Cost of labor per ton.....	\$7.97

TIN PLATE (BLACK-PLATE WORKS).

Capital invested (16 plants).....	\$7,942,754
Pounds of production of black plate:	
Tinned.....	517,015,081
Not tinned.....	60,218,231
Total.....	577,233,312

Value of product	\$29,372.91
Workmen employed	820
Aggregate wages paid	\$5,688.19
Average days in operation	27
Average yearly earnings	\$688.2
Average daily wages	\$2.5

TIN PLATE (DIPPING WORKS).

Capital invested (4 plants)	\$950,000
Pounds of production of tin and terne plate	37,218,021
Value of product	\$1,900,307
Workmen employed	30
Aggregate wages paid	\$141,975
Average days in operation	29
Average yearly earnings	\$470.12
Average daily wages	\$1.7

STATISTICS OF COAL MINING.—In the table following are presented statistics of the anthracite and bituminous coal operations for the year 1903.

ANTHRACITE AND BITUMINOUS COAL OPERATIONS, 1903.

Items.	Anthracite coal.	Bituminous coal.
Number of mines in operation	287	146
Miners	37,044	91,248
Inside workmen	67,741	28,947
Outside workmen	53,170	51,739
Aggregate wages paid to miners	\$25,975,813	\$50,045,034
Aggregate wages paid to inside workmen	\$50,840,470	\$16,277,357
Aggregate wages paid to outside workmen	\$30,807,968	\$12,530,571
Average days in operation	237	23
Average yearly earnings (all employees)	\$491.43	\$540.03
Average yearly earnings (miners only)	\$701.21	\$577.72
Average daily wages (all employees)	\$2.07	\$2.33
Average daily wages (miners only)	\$2.96	\$2.59
Number of tons mined	64,595,664	101,113,250
Market value of product on board cars	\$151,277,587	(a)
Market value of product at mines	(a)	\$128,991,300
Average tons mined per man per year	1,744	1,067
Average tons mined per man per day	7	5
Number of coke ovens		37,137
Tons of coal coked		19,430,692

^a Not reported.

In addition to the above there were obtained from 34 plants 3,702,478 tons of washery coal (coal washed from culm banks at the mines), valued at \$2,663,527, and giving employment to 1,713 work people, whose yearly earnings averaged \$407.74; further, there were 177,528 tons of coal, valued at \$157,459, dredged from the Susquehanna and Schuylkill rivers and their tributaries, giving employment to 317 work people, to whom was paid \$68,890 in wages.

LABOR STATISTICS.—In 1903 returns from 706 manufacturing establishments, embracing 84 industries and employing 201,955 work people, showed 10,796 people as owning their homes, and those renting as paying an average rental of \$112 per annum. The average working hours per week were 58. In a special return for textile labor

in the city of Philadelphia 415 textile establishments, with an invested capital of \$47,572,545, reported a total of 28,528 employees, to whom was paid for 270 days \$11,643,505 in wages; 607 employees owned their homes, and those renting paid an average rental of \$149 per annum. There were 37 dyeing and finishing establishments, which paid for 261 days \$612,936 in wages to 1,461 employees; 71 employees owned their homes, and those renting paid an average rental of \$143 per annum.

Returns from 119 anthracite coal mining companies gave 4,887 employees as owning their homes, and those renting as paying an average rental of \$76 per annum. Returns from 480 bituminous coal mining companies gave 9,428 employees as owning their homes, and those renting as paying an average rental of \$68 per annum.

ORGANIZED LABOR.—The year 1903 marked the beginning, by the Pennsylvania labor bureau, of the collection of statistics of organized labor. During the year returns were secured from a limited number of organizations, giving membership, nationality of members, working hours, wages, causes of idleness, strike data, etc. It is the purpose of the bureau to continue each year hereafter the collection of statistics pertaining to organized labor.

WASHINGTON.

Fourth Biennial Report of the Bureau of Labor of the State of Washington, 1903-4. William Blackman, Commissioner. 299 pp.

Following a general report of the commissioner of labor, giving a summary of the operations of the bureau for the years 1903 and 1904, the subjects presented in detail are: Strikes, lockouts, and boycotts, 29 pages; arbitration and conciliation, 45 pages; accidents to labor, 21 pages; organized labor, 24 pages; wage-earners, 14 pages; violations of labor laws and court decisions, 24 pages; conditions of farm labor, 3 pages; steam railroads and street railways, 11 pages; the lumber industry, 4 pages; the mess-house system, 26 pages; employment offices, 11 pages; immigration statistics, 7 pages; labor and education, 31 pages.

STRIKES, LOCKOUTS, AND BOYCOTTS.—Accounts, arranged chronologically, of the labor disputes taking place in the State during 1903 and 1904 are presented under this title. Under the title following—Arbitration and conciliation—are presented the results of the efforts of the State commissioner of labor in the settlement, when called upon, of labor difficulties. It is stated that in most cases success attended the efforts to bring about harmony between employer and employee.

ACCIDENTS TO LABOR.—This consists of a list, such as could be obtained by the labor bureau, of accidents and injuries to the mill, factory, and logging-camp employees of the State, from Decem^r

1902, to October, 1904. During the period 228 accidents were reported, of which 79 were fatal, 77 serious, and 72 slight. Of the total, 90 occurred in the woods among the loggers.

ORGANIZED LABOR.—Returns from 83 unions, with an aggregate membership of 7,403, give statistics relative to date of organization, initiation fees, dues, strike, sick, and funeral benefits, hours of labor, wages, rules governing apprenticeship, etc. As there are about 20 duly organized labor unions in the State, the total membership is estimated to approximate 22,500.

WAGE-EARNERS.—The result of a canvass of 100 wage-earners, representative of 33 occupations, in 12 cities of the State is here presented. Their average rate of wages per day was \$3.24; average income per year, \$789.79; average expenditure per year, \$669.46. Of the number canvassed, 40 per cent owned their homes, 50 per cent rented at an average rental of \$12.46 per month, and 10 per cent boarded at an average expense of \$5.88 per week; 60 per cent of the total reported yearly savings which averaged \$202.91 per individual. The number of hours constituting a day's work averaged 8.9; the days of employment per year, 273.5.

VIOLATIONS OF LABOR LAWS, AND COURT DECISIONS.—Accounts are given of infractions of the ten-hour law relating to the employment of females, the eight-hour law for labor on public work, the bake-shop inspection law, and the child-labor law, together with the action taken by the State labor commissioner on the same. This is followed by court decisions bearing on the constitutionality of the eight-hour law.

CONDITIONS OF FARM LABOR.—As developed by this inquiry, the average wages per day for farm labor were \$1.35, except in harvest time, when they averaged \$2.61; the average per month, \$32.25; the average per day for man and team, \$2.80½. In these averages board and shelter for man and team are included.

STEAM AND STREET RAILWAY LABOR.—Under "Steam railroads" is presented the number of employees in each department, hours of labor per day, days of labor per month, and rate of wages per day for each of six lines of the State, and under "Street railways" similar data for each of nine lines.

THE MESS-HOUSE SYSTEM.—Under this title is presented the record of an inquiry made by the State commissioner of labor at the instigation of various labor unions, relative to the manner in which lumber mill companies conduct their bunk houses and boarding houses, commonly called "mess houses," and to the methods adopted by the employment agencies patronized by the companies.

EMPLOYMENT OFFICES.—According to the report of the city labor commissioner during 1903 there were 28,841 positions furnished by the public employment office of Seattle. The report also contains suggestions as to legislative action regulating private employment agencies.

LABOR AND EDUCATION.—This chapter consists of reports of addresses on this topic, together with reports of the discussion on the same, made at the twentieth annual convention of the Association of Labor Bureau Officials.

WEST VIRGINIA.

Eighth Biennial Report of the Bureau of Labor. 1903-4. I. V.
Barton, Commissioner. 222 pp.

The five chapters of this report treat of the following subjects: Statistics of manufactures, 32 pages; new industries, 43 pages; factory inspection, 15 pages; free public employment bureau, 4 pages; labor laws, court decisions, etc., 106 pages.

STATISTICS OF MANUFACTURES.—This subject is presented in a series of tables showing, by industries, the number of persons employed January 1, 1903, and January 1, 1904, with per cent of increase or decrease, number of weeks in operation during 1903, daily hours of labor, and amount paid in wages in the different industries, with per cent of increase or decrease in wage rates. In the presentation statistics are given for 400 establishments, and the following table summarizes the facts shown:

CONDITIONS IN 400 INDUSTRIAL ESTABLISHMENTS DURING 1903.

Industries.	Estab-lish-ments.	Number of employees January 1—		Per cent of in-crease in number of em-ploy-ees.	Average weeks in oper-ation during 1903.	Average daily hours of labor during 1903.	Amount paid in wages during 1903.	Em-ploy-ees af-fected by in-crease in wages during 1903.
		1903.	1904.					
Boxes, wooden and paper	6	176	166	a 5.1	49.0	10.3	\$58,001	108
Brass and metal goods	6	806	814	1.0	50.0	9.6	278,302	806
Breweries and distilleries	7	340	348	2.4	49.7	9.4	241,750	100
Brick and tile	24	1,106	788	a 28.8	38.7	9.1	581,838	528
Canned goods and confection- ery	11	406	476	2.1	49.0	9.9	155,556	152
Car building	2	1,797	1,737	a 3.3	52.0	10.0	967,033	933
Carriages and wagons	9	155	173	11.6	50.2	9.7	68,736	97
Cigars	23	775	1,146	47.9	50.6	9.6	434,735	716
Coke	58	5,784	5,223	a 9.7	46.8	9.8	2,243,526	3,917
Construction work	4	602	1,502	149.5	52.0	9.5	99,825	102
Drugs and extracts	7	170	172	1.2	45.0	9.6	65,373	48
Flour and feed	18	121	122	.8	47.1	10.1	63,403	54
Foundries and machinery	21	767	776	1.2	49.5	9.7	525,898	193
Furniture	12	648	690	6.5	49.3	9.9	275,755	612
Glass	30	4,037	4,070	.8	38.1	9.0	1,906,861	1,483
Ice	4	83	92	10.8	45.5	10.5	42,614	5
Iron, steel, and tin plate	13	7,181	5,920	a 17.6	46.8	9.7	4,468,621	157
Leather goods	16	615	566	a 8.0	49.6	9.9	303,696	17
Lumber	63	5,592	5,190	a 7.2	45.4	9.8	2,399,853	2,691
Mattresses	4	59	63	6.8	51.5	9.5	21,450	25
Pottery	8	1,354	1,328	a 1.9	47.6	9.3	635,329	983
Printing and bookbinding	4	89	86	a 3.0	52.0	9.1	47,653	43
Textiles	13	1,050	1,062	1.1	46.9	10.3	304,674	110
Tobacco	5	347	387	11.5	50.8	9.4	125,671	342
Wood pulp and paper	6	471	510	8.3	45.0	11.5	238,355	242
Miscellaneous	26	1,000	906	a 4	47.9	9.2	357,408	555
Total	400	35,591	34,403	a 3.3	47.5	9.7	16,912,674	15,079

a Decrease.

NEW INDUSTRIES.—This chapter enumerates the industrial establishments opened in the State during 1902 and 1903, giving name, location, capital invested, wages paid monthly, and number employed, by sex. There were 564 such establishments, with an invested capital of \$42,720,629. The establishments employed 17,089 persons, to whom was paid monthly an aggregate of \$738,368 in wages. This is an increase of 55.8 per cent over the number of new establishments opened during the years 1900 and 1901.

FREE PUBLIC EMPLOYMENT BUREAU.—For the two years ending May 15, 1904, there were 4,379 applications for employment filed, 3,961 by males and 418 by females; during the same period there were 5,977 applications for help filed, 5,028 for male help and 949 for female help. There were 3,751 situations secured, 3,379 for males and 372 for females.

LABOR LAWS, COURT DECISIONS, ETC.—This chapter embraces the following subjects: All laws of the State pertaining to labor, and court decisions affecting the same; the enforcement of labor laws; a consideration of the child-labor question; solving the labor problem, as discussed before the National Convention of Employers and Employees, held in Minneapolis, September, 1902; a list of the States in which Labor Day is now a legal holiday, and a chronology of bureaus of labor statistics.

STATISTICS OF MANUFACTURES IN MASSACHUSETTS: EIGHT-EENTH ANNUAL REPORT.

The Annual Statistics of Manufactures, 1903. Eighteenth Report, iv, 78 pp. (Issued by the Bureau of Statistics of Labor, Charles F. Pidgin, Chief.)

Statistics are presented for 4,673 identical establishments covering each of the years 1902 and 1903, and include the number of private firms, corporations, and industrial combinations; number of partners in firms and stockholders in corporations, by sex, etc.; capital invested, cost of material, value of product, highest, lowest, and average number of persons employed, and aggregates by months; total wages paid during each year, and average yearly earnings; classified weekly wages in selected industries, by sex and age, and days in operation during each year, and proportion of business done. Seventy-nine classified industries are represented.

In the table following the principal facts as to ownership appear:

FIRMS, CORPORATIONS, AND INDUSTRIAL COMBINATIONS, AND PARTNERS AND STOCKHOLDERS IN 4,673 IDENTICAL ESTABLISHMENTS, 1902 AND 1903.

Year.	Firms.	Corporations.	Industrial combinations.	Partners.	Stockholders.	Average partners to a firm.	Average stockholders to a corporation.
1902.....	3,111	1,373	23	4,845	53,448	1.56	38.93
1903.....	3,025	1,454	24	4,685	55,961	1.55	38.49

The point of greatest interest shown by the above table is the taking over of establishments from control by firms to control by corporations and the consequent decrease of partners and increase of stockholders.

The table following presents statistics separately for 9 principal industries, in aggregate for 70 other industries, and totals for the 79 industries reported on for the years 1902 and 1903:

STATISTICS OF MANUFACTURES, 1902 AND 1903.

Industries.	Establishments.	Capital invested.			Stock used.		
		1902.	1903.	Per cent of increase.	1902.	1903.	Per cent of increase.
Boots and shoes.....	645	\$27,736,712	\$27,593,090	a 0.52	\$90,978,184	\$100,300,514	10.25
Carpetings.....	10	6,471,782	6,562,411	1.40	6,525,398	7,159,593	9.72
Cotton goods.....	167	131,229,810	129,542,158	a 1.29	74,530,043	77,990,127	4.64
Leather.....	94	9,324,764	10,612,391	13.81	18,766,077	20,125,315	7.24
Machines and machinery.	367	45,429,600	47,859,990	5.35	21,713,867	23,983,353	10.45
Metals and metallic goods.	381	23,828,094	24,138,170	1.30	26,378,894	26,556,592	.67
Paper.....	80	23,252,739	23,696,584	a .67	16,620,391	16,532,096	a .53
Woolen goods.....	152	30,934,713	32,292,061	4.39	28,876,428	31,170,357	7.94
Worsted goods.....	44	30,819,690	32,678,849	6.03	28,591,083	27,949,549	a 2.24
Other industries.....	2,733	191,047,868	199,591,390	4.47	234,954,410	236,400,411	.62
Total.....	4,673	530,075,772	533,966,974	2.67	547,934,745	568,167,777	3.69

STATISTICS OF MANUFACTURES, 1902 AND 1903—Continued.

Industries.	Estab- lish- ments.	Goods made and work done.			Wages paid.		
		1902.	1903.	Per cent of in- crease.	1902.	1903.	Per cent of in- crease.
Boots and shoes.....	645	\$144,385,906	\$159,247,529	10.29	\$30,223,496	\$34,332,448	13.5
Carpetings.....	10	10,573,836	12,379,691	17.08	2,288,944	2,405,923	5.1
Cotton goods.....	167	133,061,241	134,296,705	.93	36,872,015	36,892,965	.05
Leather.....	94	24,270,805	28,734,635	18.39	3,022,322	3,441,711	13.9
Machines and machinery.....	367	57,352,669	61,677,544	7.58	18,253,316	19,673,736	7.8
Metals and metallic goods.....	383	49,708,477	49,708,946	.01	12,759,289	13,439,081	5.3
Paper.....	80	29,802,135	29,549,796	-.85	5,001,042	4,994,646	-.12
Woolen goods.....	152	50,720,790	55,321,300	9.07	10,302,825	10,858,843	5.4
Worsted goods.....	44	46,783,935	46,330,140	-.96	7,697,454	7,493,815	-2.6
Other industries.....	2,731	414,222,031	428,364,801	3.41	72,426,933	70,532,136	-2.6
Total.....	4,673	960,856,825	1,005,661,087	4.66	198,920,647	210,670,163	5.9

* Decrease.

In several of the items shown in this table there is apparent a falling off for the year 1903 as compared with the previous year, though the totals in each instance show a gain. With the exception of a small decrease in capital invested in the boot and shoe industry, that industry and the leather industry show, on the whole, greater gains than any of the others.

The table following presents data relative to employees, earnings, and days in operation, the establishments considered being the same as in the preceding table:

AVERAGE NUMBER OF EMPLOYEES, AVERAGE YEARLY EARNINGS, AND AVERAGE DAYS IN OPERATION IN 9 PRINCIPAL INDUSTRIES, OTHER INDUSTRIES, AND IN ALL INDUSTRIES, 1902 AND 1903.

Industries.	Average number of employees.			Average yearly earnings.			Average days in operation.		
	1902.	1903.	Per cent of in- crease.	1902.	1903.	Per cent of in- crease.	1902.	1903.	Per cent of in- crease.
Boots and shoes.....	61,680	66,777	8.26	\$491.67	\$514.44	4.63	294.29	293.35	-.32
Carpetings.....	5,206	5,412	3.96	430.07	444.18	3.28	302.29	303.82	.51
Cotton goods.....	163,545	91,800	-2.84	361.92	363.31	2.98	302.61	293.47	-3.0
Leather.....	6,349	6,901	8.69	477.01	498.78	4.47	294.57	296.88	1.6
Machines and machinery.....	32,407	34,353	6.00	553.56	572.70	1.62	294.25	298.32	1.4
Metals and metallic goods.....	22,879	24,269	6.08	557.69	553.63	-.72	293.99	293.87	-.04
Paper.....	10,790	10,689	-.94	463.49	466.83	.72	297.97	295.96	-.68
Woolen goods.....	24,803	25,717	3.69	415.39	422.64	1.63	299.65	292.19	-2.52
Worsted goods.....	19,466	19,188	-1.43	395.43	390.55	-1.25	293.67	296.49	1.0
Other industries.....	151,637	158,674	4.64	477.63	482.29	.98	293.09	293.02	-.02
All industries.....	431,762	445,790	3.25	469.72	471.23	2.26	296.29	293.68	-1.0

* Decrease.

The table shows that in three of the principal industries, cotton goods, paper, and worsted goods, there was a decrease in the average number of employees in 1903 as compared with 1902, but for all industries there was an increase of 3.25 per cent; in two of the principal industries, metals and metallic goods and worsted goods, there was a decrease in average yearly earnings in 1903 as compared with 1902, but for all industries there was an increase of 2.26 per cent; in

six of the leading industries there was a decrease in average days in operation in 1903 as compared with 1902, and all industries showed a decrease of 1.05 per cent.

The following tables show the number and per cent of employees earning the indicated weekly wages. Employees are separated into three groups, namely: Adult males, adult females, and young persons of both sexes under 21 years of age. The number of employees given is the number reported in each industry for the week showing the largest number of employees, and does not, therefore, agree with the number shown in the preceding table.

NUMBER OF MALE AND FEMALE ADULTS AND OF YOUNG PERSONS IN 79 INDUSTRIES, BY CLASSIFIED WEEKLY WAGES, 1902 AND 1903.

Weekly wages.	1902.				1903.			
	Adults.		Young persons (under 21).	Total.	Adults.		Young persons (under 21).	Total.
	Male.	Female.			Male.	Female.		
Under \$5	9,239	17,381	28,596	55,216	7,774	14,544	29,955	52,273
\$5 or under \$6	9,460	17,111	15,558	42,129	8,608	16,359	17,255	42,222
\$6 or under \$7	17,747	23,497	11,477	52,721	17,140	24,408	12,524	54,072
\$7 or under \$8	25,428	19,103	5,453	50,984	26,065	20,021	6,285	52,371
\$8 or under \$9	26,929	15,505	2,406	44,840	27,450	16,534	3,125	47,109
\$9 or under \$10	41,388	12,621	1,587	55,596	41,888	13,802	1,769	57,479
\$10 or under \$12	48,980	10,618	793	60,391	50,616	10,594	1,020	62,230
\$12 or under \$15	55,359	4,285	386	60,030	58,388	4,866	468	63,822
\$15 or under \$20	43,947	1,162	80	45,189	48,944	1,502	87	50,533
\$20 or over	14,184	160	6	14,350	16,608	163	12	16,783
Total	293,641	121,443	66,342	481,426	303,491	122,883	72,520	498,894

PER CENT OF MALE AND FEMALE ADULTS AND OF YOUNG PERSONS OF TOTAL NUMBER EMPLOYED IN 79 INDUSTRIES, BY CLASSIFIED WEEKLY WAGES, 1902 AND 1903.

Weekly wages.	1902.				1903.			
	Adults.		Young persons (under 21).	Total.	Adults.		Young persons (under 21).	Total.
	Male.	Female.			Male.	Female.		
Under \$5	3.15	14.31	43.10	11.47	2.56	11.84	41.30	10.48
\$5 or under \$6	3.22	14.09	23.45	8.75	2.84	13.31	23.79	8.46
\$6 or under \$7	6.04	19.35	17.30	10.95	5.65	19.86	17.27	10.84
\$7 or under \$8	9.00	15.73	8.22	10.59	8.59	16.29	8.67	10.50
\$8 or under \$9	9.16	12.77	3.63	9.31	9.04	13.46	4.31	9.44
\$9 or under \$10	14.10	10.39	2.39	11.55	13.80	11.23	2.47	11.52
\$10 or under \$12	16.68	8.74	1.20	12.54	16.68	8.62	1.41	12.47
\$12 or under \$15	18.85	3.53	.58	12.47	19.24	4.04	.64	12.79
\$15 or under \$20	14.97	.96	.12	9.39	16.13	1.22	.12	10.13
\$20 or over	4.83	.13	.01	2.98	5.47	.13	.02	3.37
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

From the above tables it appears that in the 79 industries considered there were 17,468 more wage-earners employed in 1903 than in 1902. Under each wage class there was an increase in the number employed, except in the first or lowest class, where there was a decrease.

Of the total number of wage-earners employed, 50.28 per cent in 1903 received \$9 or over per week, as compared with 48.93 per cent

in 1902. In 1902 the young persons employed at wages under \$5 per week were 43.10 per cent of the total of young persons employed, while those in 1903 employed at wages under \$5 per week were 41.30 per cent of the total. Of the total adult females, 72.33 per cent in 1902 were employed at wages of \$5 or under \$10 per week, while in 1903 in this wage class 74.15 per cent were employed. In 1902 the adult males who received \$9 or over per week were 69.43 per cent of the total adult males, while in 1903 the percentage was 71.32.

In the tables previously presented value of goods made or work done has included not only the added value resulting from the processes of the industry considered, but the original cost of material as well. In order to show the actual result of the productive forces of the industry, the element of cost of material must be deducted from the total value of product; the remainder will show only the industry product, or the new values created. This has been done in the case of the nine leading industries, and the amount of industry product per \$1,000 of capital and per employee has been computed; also the division of industry product between the wage fund and the fund devoted to other expenses, as freight, insurance, interest, rent, commissions, salaries, etc., and to profit, these last items being grouped as "Profit and minor expenses." The results appear in the table following:

INDUSTRY PRODUCT, WAGES, AND PROFIT AND EXPENSES IN NINE SPECIFIED INDUSTRIES, 1903.

Industries.	Industry product.	Wages.	Profit and minor expenses.	Industry product.		Per cent of industry product—	
				Per \$1,000 of capital.	Average per employee.	Paid in wages.	Devoted to profit and minor expenses.
Boots and shoes.....	\$58,947,015	\$34,352,488	\$24,594,527	\$2,136.30	\$882.74	58.28	41.72
Carpentering.....	5,220,098	2,403,923	2,810,175	795.45	904.54	46.05	53.95
Cotton goods.....	56,900,578	36,892,905	19,413,673	434.66	600.28	65.52	34.48
Leather.....	8,609,320	3,441,711	5,167,600	811.25	1,247.55	39.96	60.04
Machines and machinery.....	37,094,211	19,673,795	18,030,416	787.59	1,097.26	52.19	47.81
Metals and metallic goods.....	23,152,354	13,436,081	9,716,273	959.16	953.99	58.63	41.37
Paper.....	13,017,790	4,994,646	8,023,144	563.62	1,216.73	38.37	61.63
Woolen goods.....	24,150,933	10,853,643	13,297,320	747.89	939.10	44.94	55.06
Worsted goods.....	18,430,591	7,493,815	10,936,776	563.99	960.53	40.66	59.34

Of the nine industries here shown it appears that the boot and shoe industry required the least capitalization to secure a given value of product, and cotton goods the greatest. The product per employee is also least in the cotton-goods industry, while the greatest product appears in the leather and in the paper industries. In four of the industries more than one-half of the industry product was paid out in wages, the largest showing being in the cotton goods with 65.52 per cent, followed by boots and shoes with 58.28 per cent, metals and metallic goods with 58.03 per cent, and machines and machinery with 52.19 per cent.

RECENT FOREIGN STATISTICAL PUBLICATIONS.

AUSTRIA.

Mittheilungen des K. K. Arbeitsstatistischen Amtes im Handelsministerium. 1 Heft.—Die Lohnarbeiter der K. und K. Kriegsmarine. 1900. 77 pp. 2 Heft.—Die Arbeitsverhältnisse im Lloydarsenale und Stabilimento Tecnico Triestino. 1902. 97 pp. 3 Heft.—Gesindewesen und Gesinderecht in Oesterreich. I Theil. 1902. 215 pp.

These are the first three of a series of special reports published at irregular intervals by the Austrian bureau of labor statistics.

The first-mentioned report relates to the wage-workers employed in the Austrian imperial naval service. It contains a historical account of the labor conditions of these wage-workers since 1892, the existing working regulations in navy-yards, the labor supply and demand, wages, hours of labor, insurance and relief systems, sanitary and safety appliances, housing conditions, betterment institutions, and other information concerning the wage-workers in the Austrian naval service during the year 1898.

The second report relates to labor conditions in the extensive private machine works, shipyards, and dry docks at Trieste, known, respectively, as the Lloydarsenale and the Stabilimento Tecnico Triestino, the former employing 2,454 persons in 1901 and the latter 4,200 persons in 1900. The report discusses in a similar way as the preceding one the labor conditions in each of these two institutions.

The third report contains the result of an investigation concerning domestic service in Austria. The first part of this report gives a historical review of the enactments regulating the relations between masters and their servants and an account of the present social and economic condition of domestic servants. The second part, which has not yet appeared, will contain an account of the present law in relation to domestic service and suggestions by the author for its reform.

Stenographisches Protokoll der im K. K. Arbeitsstatistischen Amte durchgeführten Vernehmung von Auskunftspersonen über die Verhältnisse im Schuhmachergewerbe. 1904. xxiv, 1,295 half pages, 68* pp.

This report contains the results of an inquiry into the conditions of labor and production in the shoemaking industry in Austria, con-

ducted, in 1902, in pursuance of a recommendation made by the permanent labor council, by a special committee composed of members representing the ministry of the interior, the ministry of commerce, the bureau of labor statistics, the factory inspection office, the labor council, the manufacturers, the master workmen, and the wage workers. It forms the second of a series of investigations directed with special reference to the labor conditions of home workers in Austria, the first investigation of this character having been devoted to the conditions of garment workers.

The report consists of an introduction, the record of the testimony taken by the commission and its proceedings, and an appendix. The introduction gives a statement of the general scope and purpose of the investigation, a register of the members constituting the commission, a register of the persons whose testimony was taken by the commission, and copies of the schedules of inquiries forming the general basis for the interrogatories submitted to the witnesses before the commission during its proceedings.

The commission met on January 17, 1902, and remained in session until April 22, 1902, occupying 25 days in the hearing of 113 persons, representing 36 different localities. Of the witnesses examined, 19 were manufacturers or their representatives, 40 were managers of smaller establishments, 3 were agents, 52 were male employees (factory hands, journeymen, and home workers), 1 was a female employer, and 8 were female employees.

The interrogatories submitted to the witnesses related to the systems of work and employment, hours of labor, earnings, regularity of employment, apprenticeship, and the sanitary and moral conditions surrounding employees.

Three systems of work are considered, namely, factory work, shop work, and home work. The itinerant shoemaker, formerly a familiar figure, is now found only occasionally in the country districts, remote from the cities, his customers generally being country people. The greatest number of independent shoemakers are the proprietors of small establishments engaged in custom work, conducted by single individuals, sometimes assisted by one or two journeymen and an apprentice. In these cases the necessary material is usually purchased in small quantities at a cost in advance of the prices paid by the larger operators. All the work of these establishments is done by hand except the sewing of the uppers, which is usually done on the sewing machine, now found even in the smallest establishments.

Larger establishments of this character frequently employ outside help in addition to their regular shop hands, giving out part of their work to home workers. This system is also pursued in establishments which, in addition to their regular work, make goods for their

own sales rooms or for the market. The division of the work among the employees in these establishments, although more diversified than in those doing only custom work, is still restricted to the operations of cutters, lasters, sewers, bottomers, heelers, and finishers.

The same system of work and employment usually prevails in establishments making goods exclusively for direct delivery to dealers or to manufacturers. The work is done either wholly in the shop or partly in the shop and partly given out to home workers.

Factory work, in connection with home work through the medium of contractors, is found in nearly all branches of the shoe industry, especially in the manufacture of slippers and of ladies' and children's shoes. But the factory system in Austria, with its labor-saving machinery, has not reached the degree of development which is found in Germany, France, England, or the United States. Only about 10 per cent of the total consumption of shoes is the product of machine work, while the estimate for Germany is 50 per cent; for France, 60 per cent; for England, 70 to 80 per cent, and for the United States, 90 to 95 per cent.

The average hours of actual labor range from 10 to 11 per day in the factories, and from 11 to 13 per day in the workshops. The average working time of home workers is difficult to estimate on account of irregularity of employment. During the busy season it is about 12 to 14 hours per day of actual labor. Sunday and holiday work is confined to shop workers and home workers, and, as a rule, is done only during the busy season, and usually limited to the forenoon.

The earnings vary greatly with the locality, the character of the work, and the skill of the workers. As a rule, the rates of wages of time workers are uniform throughout the year, while those of piece-workers vary with the demand. In an establishment in Vienna, engaged in the manufacture of ladies' fine shoes exclusively for export, employing about 200 persons, the weekly wages of uppers cutters were 30 crowns (\$6.09); of cutters of linings, etc., 20 to 24 crowns (\$4.06 to \$4.87); of female employees, 10 to 18 crowns (\$2.03 to \$3.65), according to their skill and experience. Of the piece-workers, the lasters earn from 20 to 28 crowns (\$4.06 to \$5.68), and in exceptional cases 32 to 34 crowns (\$6.50 to \$6.90) per week. In an establishment at Trebitsch, Moravia, with 400 employees, the average earnings of cutters were 32 crowns (\$6.50); of male employees, 12 to 18 crowns (\$2.44 to \$3.65), and of female employees, 6 to 16 crowns (\$1.21 to \$3.25) per week. In an establishment at Prossnitz, Moravia, employing about 90 persons in the factory and from 400 to 500 home workers, the weekly earnings of factory hands ranged from 14 to 24 crowns (\$2.84 to \$4.87) for male employees, and from 8 to 10 crowns (\$1.62 to \$2.03) for female employees, while the home workers assisted by their wives earned from 21 to 24 crowns (\$4.26 to \$4.87).

per week during the busy season, and at other times 25 to 30 per cent less. The weekly earnings of home workers in Vienna during the busy season ranged from 14 to 28 crowns (\$2.84 to \$5.68); in Trebitsch, from 8.40 to 14 crowns (\$1.71 to \$2.84), and in Prague from about 12 to 15 crowns (\$2.44 to \$3.05).

In factories working on stock, employment is generally regular throughout the year. In factories working mostly on orders, especially for the export trade, regularity of employment is more or less affected by the changes of the seasons and by the number of orders on hand. During the dull season work is temporarily suspended or the number of employees is reduced in proportion to the decrease of the number of orders. Shop workers employed on custom work usually work on full time only about 6 or 7 months in the year. In the case of home workers regularity of employment is generally affected by the number of orders on the books of their employers, full-time work in some instances not exceeding 3 or 4 months per year.

The testimony of the witnesses shows that factories were generally provided with ventilators and appliances for the protection of the health and safety of the employees. The sanitary conditions surrounding the shop workers and home workers, however, were generally unsatisfactory. Overcrowding was frequent. In a majority of cases the rooms were small, poorly lighted, and without provision for ventilation. Frequently the working rooms were also used as living rooms, bedrooms, or kitchens, or for all these purposes combined.

Among the measures advocated by members of the commission to afford relief to the present depression in the shoe industry and to improve its condition, the following are especially noted:

1. Establishment of workshops by the State for the training of apprentices.
2. In the interim, the enactment of stringent regulations governing apprenticeship; employers failing to observe these regulations to forfeit the right to employ apprentices.
3. The appointment of a commission, two-thirds of which is to consist of employees, with supervisory and executive powers on matters pertaining to apprentices.
4. The limitation of the hours of labor to 10 per day in small establishments and 9 per day in factories.
5. The prohibition of employees boarding or lodging with their employers, no employer to be permitted to furnish, directly or indirectly, board or lodging to his employees.
6. The granting of legal authority to the executive committee of the journeymen's union to inspect workshops.
7. The prohibition of the system of giving out work to be done at home, every employer engaging others in the manufacture of goods

from material furnished by him to be required to employ these persons in his own factory or workshop.

8. The enactment of a law providing for an uninterrupted Sunday rest of 36 hours for journeymen and apprentices.

9. The inclusion of small workshops in the provisions of the laws relating to accident insurance.

10. Uniform scales of wages for each locality, to be agreed upon by representatives of employers and employees.

11. The furnishing in sufficient quantities, by the employers, of all material, as leather, paste, tacks, etc.

12. The furnishing by employers, free of charge, of all necessary tools.

Other subjects of the investigation related to the character of the goods made, the character and cost of materials, the use of machines and resultant effect upon production, and a comparison between shop work and home work.

The appendix contains copies of factory regulations, schedules of wages paid in certain factories, data on imports into and exports from the Austro-Hungarian customs territory, and a series of statistical tables relating to domestic and foreign production.

GREAT BRITAIN.

Fourth Report of Proceedings Under the Conciliation (Trade Disputes) Act, 1896. 1903. 121 pp. (Published by the British Board of Trade.)

The present report deals with the proceedings under the Conciliation Act for a period of two years, viz, from July 1, 1901, to June 30, 1903. During the two years there were 41 cases reported. Of cases previously reported there were 46 in the two years from July 1, 1899, to June 30, 1901; 32 in the two years from July 1, 1897, to June 30, 1899, and 35 in the period of 10 months covered by the first report, making a total of 154 cases since the passing of the act.

Of applications for conciliation and arbitration in the 41 cases covered by the present report, 8 were from workmen, 4 were from employers, and 29 were from both employers and workmen. Sixteen of the cases arose in the building trades, 6 in the metal, engineering, and shipbuilding industries, 5 in the mining and quarrying industry, and 14 in other trades.

Of the 41 cases considered, 29 were settled under the act, 27 by appointment of arbitrators and 2 by appointment of conciliators. Of the remaining cases, 4 were settled directly between the parties during the negotiations, in 7 cases either no settlement was effected or the application was refused by the board of trade, and 1 case was pending at the date of the report.

The following table gives particulars of the action taken by the board of trade and its results in the periods covered by the present and the previous reports:

DISPUTES ACTED UPON BY THE BOARD OF TRADE UNDER THE CONCILIATION ACT, AUGUST, 1896, TO JUNE, 1903.

Items.	August, 1896, to June, 1897.	July, 1897, to June, 1899.	July, 1899, to June, 1901.	July, 1901, to June, 1903.	Total.
Disputes settled under the act:					
By appointment of conciliator or chairman.	2	4	3	2	11
By negotiations by board of trade officials.	12	8	3	—	23
By appointment of arbitrator.	5	10	23	27	65
Total.	19	22	29	29	99
Disputes settled between the parties during negotiations.	4	3	3	4	14
No settlement (including cases of applications refused by the board of trade).	12	7	14	48	81
Total.	35	32	46	81	194

* Including 1 case pending at date of report.

From the above table it is seen that of the 154 cases that have arisen since the act came into operation 99 have been settled under its provisions and 14 others have been settled between the parties during the negotiations. Of the 99 disputes settled under the provisions of the act, 43 arose in the building trades, 17 in the metal, engineering, and shipbuilding industries, 14 in the mining and quarrying industry, and 25 in other trades.

The most important of the 27 disputes settled by arbitration in the two years embraced by the present report were a dispute in the Grimsby fishing trade, which lasted about three months and affected directly about 4,000 men; a dispute in the building trades in the Potteries and in the Newcastle district, affecting about 1,000 laborers; a dispute in the bookbinding trade in London, affecting 1,000 bookbinders, and a dispute at the Pontardawe steel tin-plate and galvanizing works, affecting 744 steel workers and millmen.

Appendixes to the report give detailed particulars of the cases dealt with from July 1, 1901, to June 30, 1903; text of awards and agreements settling disputes dealt with under the conciliation act between July 1, 1901, and June 30, 1903; rules of conciliation boards and other agreements containing clauses which provide for the reference of disputes to the board of trade, failing their settlement by other agencies; list of conciliation boards registered under the act, and a reproduction of the text of the conciliation act.

MEXICO.

Estadística Industrial Formada por la Dirección General de Estadística. 1902. 131 pp.

The present report contains statistics showing the number of manufacturing establishments in each State and Territory of Mexico and in each industry, and the number of male and female employees, the maximum and minimum wages paid, the declared value of the manufactured products, and the total horsepower used in such establishments in each State and Territory. The report covers 6,234 establishments in all the States and Territories except Chihuahua, from which State the returns had not been received at the time of publication. These establishments employed 100,717 males and 17,275 females, or a total of 117,992 persons. The total horsepower used in these establishments was 120,989, of which 66,008 was furnished by steam engines, 32,147 by hydraulic rams, 17,828 by electric motors, and 6 by compressed-air motors. The total declared value of the manufactured products during the year was 144,488,941 pesos (\$62,058,000).

DECISIONS OF COURTS AFFECTING LABOR.

[This subject, begun in Bulletin No. 2, has been continued in successive issues. All material parts of the decisions are reproduced in the words of the courts indicated when short by quotation marks and when long by being printed small. In order to save space, matter needed simply by way of explanation is given in the words of the editorial reviser.]

DECISIONS UNDER STATUTORY LAW.

EMPLOYERS' LIABILITY—EMPLOYMENT OF CHILDREN—INJURIES—CONSTRUCTION OF STATUTE—*Kirkham v. Wheeler-Osgood Co., Supreme Court of Washington, 81 Pacific Reporter, page 869.*—*See* Kirkham, an infant, had sued by his guardian to recover damages for injuries received while in the employment of the company above named, and was awarded a judgment in the superior court of Pierce County, from which this appeal was taken. The employing company was engaged in the manufacture of sash, doors, moldings, etc., and employed Kirkham, who was about 12 years of age, to point pickets and tie them up in bundles. Near where he was at work was a sticker machine, with the operation of which he had nothing to do. While the operator of this machine had his back turned, a sliver stuck fast in it and young Kirkham attempted to remove the same. In doing so his hand came in contact with the knives, resulting in the loss of two fingers and a part of the hand. The appeal was based on claims of errors in the instructions of the judge of the lower court, one of which involved the construction of the statute of March 16, 1903, chapter 261, acts of 1903, which prohibits the "hiring out to labor in any factory" of any child under the age of 14 years. The judgment of the lower court was sustained, each assignment of error being overruled. The opinion of the court, as delivered by Judge Rudkin, is given in part below:

The court instructed the jury that if they found for the respondent they might take into account the pain and suffering the respondent had endured and may endure as the ordinary and actual result and as a consequence of the injury sustained. The first objection to this instruction is that there was no evidence as to future pain and suffering, and that the question should not have been submitted to the jury. It is true there was no evidence, to speak of, as to future suffering or pain, aside from the nature of the injury itself. But a hand, mangled as this was, is subject to injury and consequent pain through life, where an uninjured member would not be affected, and we think this is so far a matter of common knowledge that the court would

not be warranted in withdrawing the question of future pain and suffering from the jury. Like the question of the permanency of the injury, the injury in this case speaks for itself. It was further objected to this instruction that the court did not confine the jury to such pain or suffering as would reasonably or probably flow from the injury complained of. We do not think this objection is tenable, especially in view of the fact that the court instructed the jury that under no circumstances should an unreasonable or excessive verdict be returned.

The next assignment is that the court erred in its instructions as to the child-labor act of 1903, *supra*. This contention of the appellant is based upon the language of the act which declares that no child under the age of 14 years shall be hired out in any factory, etc. It is contended that a child can only be hired out by the parent or guardian, and that the prohibition against the employment does not, therefore, extend to the employer. This contention can not be upheld. The manifest purpose of the act is to prohibit the employment of children in certain places, and the prohibition extends to all parties connected with the employment. The employment as well as the hiring out is forbidden. An employer who knowingly employs or keeps in his employ a minor within the prohibition age is guilty of a violation of the statute, and the employment itself is illegal. In the case at bar the minor was employed without the intervention of either parent or guardian, and, if we adopt the views of counsel, the act punishes only the child himself, the very person whom it sought to protect. It is needless to say that we can adopt no such construction.

It is lastly assigned as error that the court refused to instruct the jury that if the respondent, at the time of his employment, represented that he was 14 years of age, he is now estopped to deny it. It is true, as claimed by counsel, that infants are liable for their torts; that is, for pure torts, such as injuries to person or property. On the other hand, by the great weight of authority infants are not liable for torts connected with or growing out of contracts, and the doctrine of estoppel in pais does not apply to them. (16 Am. and Eng. Encyc. of Law (2d Ed.) pp. 307, 308; Field, Law of Infants, sec. 17; *Sims v. Everhardt*, 102 U. S. 300, 26 L. Ed. 87.) In the last case cited the Supreme Court of the United States says: "The question is whether acts and declarations of an infant during infancy can estop him from asserting the invalidity of his deed after he has attained his majority. In regard to this there can be no doubt founded either upon reason or authority. Without spending time to look at the reason, the authorities are all one way. An estoppel in pais is not applicable to infants, and a fraudulent representation of capacity can not be an equivalent for actual capacity."

A careful examination of the record in this case discloses no reversible error, and the judgment is therefore affirmed.

EMPLOYERS' LIABILITY—NEGLIGENCE OF FOREMAN—CONSTRUCTION OF STATUTE—*Hayward et al. v. Key*, United States Circuit Court of Appeals, Second Circuit, 138 Federal Reporter, page 34.—In this case the personal representative of one William C. Key had secured

a judgment for damages occasioned by the death of the latter, alleged to have been caused by the negligence of the foreman of the employee. Key had been working with a tool that needed repair, and informed his foreman of the need at the time of the noon intermission. When work was resumed, the foreman assured Key that the tool was in proper condition for use, but after working with it for a while Key was thrown from the scaffold on which he was at work, on account of the defects of the implement, and was killed. At the close of the evidence the court was requested to direct a verdict in favor of the defendant company on the general ground that the plaintiff had not established a cause of action, and upon the further ground that the defendants were not liable for any "negligence or alleged negligence that may have been shown." This request was denied and the case submitted to the jury, with the result stated. The court of appeals affirmed the judgment of the court below, on grounds that appear in the following extract from the opinion of the court:

The case made upon the trial brought the action within the provisions of the New York "employers' liability act" of 1902. This act, while preserving all the common-law liabilities of the master for injuries sustained by the servant through the negligence of the master, extends that liability by providing that the master shall be liable for the negligence "of any superintendent of the employer, or any person acting as such, or whose principal duty is that of superintendent." In *Gmaehle v. Rosenberg*, 178 N. Y. 147, 70 N. E. 411, the New York court of appeals, in construing this statute, said:

"It is clear that it has given an additional cause of action where it prescribes that the master shall be liable for the negligence of the superintendent or any person acting as such. At common law, while the master was liable for the fault of his alter ego to whom he intrusted the whole management of the work, with the power to employ and discharge servants, he was not liable for the negligence of foremen merely as such."

The language of the statute accords with this interpretation of the court, and it must now be accepted as the rule of decision in the Federal courts sitting in this State in actions like the present that the employer is to be deemed liable for the negligence of a foreman whose principal duty is that of superintendence to the same extent as he would be liable at common law for the negligent acts of an alter ego. The defendants were therefore liable for the negligence of the foreman, Haskell, to the same extent as they would have been for their own personal negligence.

EMPLOYERS' LIABILITY—RAILROAD COMPANIES—FELLOW-SERVANTS—RAILWAY LABOR—CONSTITUTIONALITY OF STATUTE—*International and Great Northern Railroad Co. v. Still*, Court of Civil Appeals of Texas, 88 Southwestern Reporter, page 257.—Joe Still had received injuries from an accident while in the employment of the

above-named company, and on suit was awarded damages in the district court, Rusk County, from which judgment the railroad company appealed. Still and four others were employed under a foreman as a bridge gang, which was, at the time of the accident causing the injury, engaged in repairing the company's cotton platform at the town of Kilgore. In the course of the work it became necessary to move several bales of cotton that were lying on the platform, and the foreman instructed Still and one other to work together in this undertaking, while the other three men should form a separate gang, each gang being employed in moving the bales of cotton, one at a time, to the desired position on the platform. While engaged in this work a bale was rolled against Still's foot by the act of the gang of which he was not a party, inflicting the injury for which he sued and obtained judgment.

As a result of the appeal, the judgment of the lower court was reversed on the ground of the court's error in submitting to the jury the issue of the foreman's negligence when there was no evidence to authorize such submission, and a new trial was ordered. The application of the fellow-servant law to the case was, however, upheld, as appears from the following quotations from the opinion of Judge Gill, speaking for the court:

By the common law, as construed by our supreme court, all persons engaged in the service of the same master and working to a common purpose, whether or not they were in the same grade of service or in the same department, and however widely their service might be separated, were fellow-servants within the rule which exempted the master from liability to one for the negligence of another. Against the rule thus broadly stated and as broadly applied, our supreme court had begun to protest, it being manifest that in many cases, under conditions now existing in many departments of business and commerce, such reasons as might justify the doctrine generally had ceased to exist. The rule, however, was too well defined and too firmly established to be set aside by the courts. By the act of March 10, 1891 (Laws 1891, p. 25, c. 24), the rule as applied to railway companies was modified so that, in order to make their employees fellow-servants, they must be engaged in the common service of the master; in the same grade of the service, neither being in superintendence over the other; engaged in the same department of service, working to a common purpose, and working together at the same time and place. A further change was made by the act of June 18, 1897 (Laws 1897, p. 14, c. 6), which, in effect, added two other elements to the provisions of the act of 1891, so that in addition to the requirements of that act, employees of railway companies, in order to come within the fellow-servant rule, must be engaged in the same character of work, and must be working together at the same piece of work. It is thus apparent that for reasons which the legislature regarded as sufficient the fellow-servant doctrine as defined by our courts was restricted within a very narrow compass when applied to the employees of railway companies. The amend-

ment must be held to have added some practical provision to the law then in force, or its passage would have been meaningless. Under the act of 1891 the plaintiff in the case would have clearly come within its provisions, for he and those who rolled the cotton on his foot were in the common service of the master. They were in the same grade of service. They were engaged in the same department of service. They were working for a common purpose, and working together at the same time and place. The plaintiff's case contains at least one of the additional elements of the law of 1891. He and those who injured him were engaged in the same character of work. But they were not working together at the same piece of work. The foreman had directed plaintiff and another to aid each other in moving each bale of cotton which fell to their lot to handle on the occasion in question. The foreman had directed three of his companions to aid each other in the handling of each bale which fell to their lot to move. In this sense the moving of each separate bale was a separate task, and it was not contemplated either that the three should aid the two or the two the three. The work was separable into pieces, and seems to fall within the purpose of the law. We fully realize that in applying the language of the act to the infinite variety of situations which may arise many difficulties will be presented, but, if we are right in our conclusion that the legislature had in mind not only a piece of work in the general sense of the phrase when applied to a whole which might consist of many parts, but also any one of these separable parts when being separately handled or treated, then it seems to us the case before us is typical. The act came up for construction in Long's case, 94 Tex. 53, 57 S. W. 802. [See Bulletin No. 33, p. 348.] There the members of a section gang were returning their tools to the tool house at the close of a day's work. Some were carrying them on a hand car, while others walked down the track with the implements in their hands. One of the latter was injured by the negligence of those operating the hand car. It was held that the injured man was not a fellow-servant of those operating the hand car. The case cited strongly supports our conclusion in the present case, for in holding that men who had occupied the relation of fellow-servants during the entire working day ceased to be such when by different methods and by different ways they engaged in the common task of returning the tools to the tool house it was, in effect, decided that the statute applied to parts of an entire task when the task was separable into smaller parts capable of independent handling.

We shall not indulge in a discussion of appellant's point that the statute is unconstitutional. Such statutes have generally been upheld. (Campbell v. Cook, 86 Tex. 630, 26 S. W. 486, 40 Am. St. Rep. 878, and authorities cited.)

The objection that the statute can not rightly be held to include the character of labor in which the plaintiff was engaged at the time of his injuries without doing violence to the fourteenth amendment is not without force, but the language of the statute is general, and applies in terms to railway employees, rather than to the character of the labor in which they are engaged. It leaves no room for construction. No authority is cited in support of the proposition, and we incline to think the objection is not sustained on will not

EMPLOYERS' LIABILITY — RAILROAD COMPANIES — FELLOW-SERVANTS — SUPERINTENDENCE — CONSTRUCTION OF STATUTE.—*Crosby v. Lehigh Valley Railway Co., United States Circuit Court of Appeals, Second Circuit, 137 Federal Reporter, page 765.*—This case was before the court of appeals to review a judgment of the circuit court for the western district of New York, in favor of the defendant railway company. The action was brought to recover damages for the death of one Putnam, who met his death while employed by the company as a fireman on one of its trains. The death was caused by the disobedience of orders given the conductor of another train, resulting in a collision with the train on which Putnam was, although by the rules of the company a train "must be governed strictly by the terms of orders addressed to it and must not assume rights not conferred by such orders," which "once in effect continue so until fulfilled, superseded, or annulled." No fault attached to the conductor or engineer of the train on which Putnam was employed.

The decision of the lower court was affirmed, on grounds that appear in the following extracts from the remarks of Judge Lacombe, who delivered the opinion of the court:

It is manifest from this statement of facts that plaintiff could not recover in the Federal courts on general principles of law. It is now settled law in the Federal courts that conductor, engineer, and brakemen must be deemed to have been fellow-servants. The law is the same in New York. The plaintiff's sole reliance is the employers' liability act of the State of New York (Laws 1902, p. 1749, ch. 600). It provides that "the employee (or executor, or administrator) shall have the same right of compensation and remedies against the employer as if the employee had not been an employee of, nor in the service of the employer, nor engaged in his work," "where * * * personal injury is caused to an employee * * * by reason of the negligence of any person in the service of the employer, intrusted with and exercising superintendence, whose sole or principal duty is that of superintendence, or in the absence of such superintendent, of any person acting as superintendent with the authority and consent of such employer."

The sole question presented here is whether the conductor was a person "intrusted with and exercising superintendence, whose sole or principal duty is that of superintendence?" or, if he was not generally such a superintendent, was he on the particular occasion, "in the absence of such superintendent, acting as superintendent with the authority and consent of the employer?" The New York statute is modeled generally upon the English employers' liability act, but differs from it in one important particular. Besides provisions for the negligence of any person who has any superintendence intrusted to him, the protection of the English act is extended to employees injured by reason of the "negligence of any person in the service of the employer who has the charge or control of any signal, points, locomotive-engine or train upon a railway." A similar clause is found in the employers' liability acts in Massachusetts, Alabama, Indiana, and Colorado. (Reno's Employers' Liability Acts, Appendix.) The

is engaged in transporting passengers and freight for public accommodation. They exist wherever men are employed to move or operate locomotives and trains from place to place upon a track constructed for that purpose. The work of loading and unloading and coupling and uncoupling cars, the making up and movement of trains, the operation of switches, and all the perils which accompany the handling of these ponderous instrumentalities of transportation, are no less great because the owner of the tracks, cars, and engines is employing them in and about some private enterprise, than would be the case if he were doing similar labor by similar means in the capacity of a common carrier. This principle we have recognized in numerous decisions. For instance, it has been held that the use of a locomotive to pull a rope or cable, by which the transfer of iron rails from one car to another was accomplished, was a part of the hazardous business of operating a railroad. (*Stebbins v. R. R.*, 116 Iowa, 513, 90 N. W. 355.) [See Bulletin 43, p. 1272.] A somewhat similar proposition was affirmed in *Williams v. R. R.*, 121 Iowa, 270, 96 N. W. 774. See also *Nicholas v. R. R.*, 60 Minn. 319, 62 N. W. 386. Still more directly in point is the case of *McKnight v. Construction Co.*, 43 Iowa, 406. In that case the defendant company, being engaged in the work of building a railroad for another corporation, was sued by an employee for injuries occasioned to him by the negligence of a fellow-servant, in the management of a gravel train used in hauling material for the grade. There, as in the present instance, the defendant insisted that, within the meaning of the statute, it was not operating a railway, and, in pursuance of that theory, asked the court to instruct the jury as follows: "(1) * * * If you find that defendant was engaged only in the business of filling the roadbed, constructing side tracks and riprap, such business would not constitute defendant a corporation engaged in operating a railroad. (2) The mere fact that defendant used a train of cars propelled and operated by a steam locomotive for the purpose only of hauling gravel or other material to fill up the trestlework where the injury complained of took place does not prove that defendant was engaged in operating a railroad." These instructions, it will be noticed, state in apt and clear terms the substance of the rule for which appellant here contends. The trial court refused these requests, and instructed the jury as follows: "If you find that the defendant at the time of the injury complained of was operating the train on its own account for the purpose of constructing the railroad in question, then, for the purpose of this suit, it was operating a railroad. * * * If you find that the defendant at the time of the injury was operating the train in question on its own account, and that plaintiff was an employee of the defendant on said train, and that by the negligence of the defendant he was thrown from the train and injured, and that he did not by his own negligence contribute to the causes which produced his injury, then he is entitled to recover." The plaintiff recovered judgment, and on appeal the rulings of the trial court were upheld as correct statements of the law. We think there is no logical distinction to be drawn between the rule there approved and the one applied by the district court in the trial of the case now before us. To hold with the appellant on this question is to overrule the precedent furnished by the *McKnight* case, and this we are unwilling to do. The words used by Adams, J., in the opinion referred to, may well be ad-

by us as applicable to the facts presented by the present record: "The defendant was not operating a railroad in the sense of doing the business for which it was designed—the carrying of passengers and freight. It was merely running trains over it as a part of the means employed in building it. * * * If we were to throw out of consideration the spirit and object of the statute, and look only to a critical construction of its language, we might concede that it would bear the meaning which the appellant would put upon it. The legislature, however, has seen fit, in consideration of the exceptional hazard of the business of operating a railroad, to abrogate in respect to that business the common-law rule that an employee can not recover against his employer for an injury received through the negligence of a coemployee. The running of a special train over a railroad is operating it, in a restricted sense. For such a purpose, as well as in the general business of the road, a number of persons must be employed, each dependent for his safety upon the skill and fidelity of others. We are of the opinion, therefore, that the running of special trains over a railroad by a construction company, in constructing it, is operating the railroad, within the meaning of section 1307 of the Code of 1873." This conclusion appears also to have the support of the better reasoned cases to which our attention has been called from other jurisdictions (*Schus v. Powers-Simpson Co.* (Minn.) 89 N. W. 68; *Kline v. Iron Co.* (Minn.) 100 N. W. 681; *C. K. W. R. Co. v. Tottan* (Kans. App.) 42 Pac. 269; *Roe v. Winston* (Minn.) 90 N. W. 122; *Johnson v. R. R.*, 43 Minn. 222, 45 N. W. 156, 8 L. R. A. 419.) See, also, *Glandon v. R. R.*, 68 Iowa, 457, 27 N. W. 457. In the *Kline* case, above cited, the defendant was operating a narrow-gauge line, with light engines and dump cars, for the purpose of excavating and removing earth, substantially after the manner described in the present case. Under a statute not so broad in its language as our own, the Minnesota court held that the defendant was operating a railroad, within the meaning of the law. That court insists with much force that the law which abrogates the fellow-servant doctrine as to railway business can be held constitutional and valid only because of the peculiar hazard attaching to such employment, and that, therefore, in applying the statute, we have to inquire not whether the defendant is a railroad corporation in the general sense of the term, but whether the labor in which the employee was engaged at the time of his injury was such as exposed him to the hazards which are peculiar to the operation of a railroad. As tersely put by Mitchell, J., in the *Johnson* case, supra: "If a distinction is to be made as to liability of employers to the employees, it must be based upon a difference in the nature of their employment, and not of their employers. One rule of liability can not be established for railway companies merely as such, and another for other employers under like circumstances." It is to be conceded that the courts are perhaps not in entire harmony on this proposition, but the difference has apparently been brought about by varying interpretations of local statutes.

The cases coming the nearest to sustaining the contention of the appellant are *Williams v. Lumber Co.* (C. C.) 113 Fed. 382 [see Bulletin No. 42, p. 1102]; *McKivergan v. Lumber Co.* (Wis.) 102 N. W. 333 [see Bulletin No. 58, p. 986]; *Ellington* Ga. 53, 19 S. E. 21; *White v. Kennan*, 83 Ge

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Garbutt, 112 Ga. 288, 37 S. E. 360. It appears that the statute modifying the fellow-servant rule in Wisconsin and Georgia made it applicable to "railway corporations" only, and the courts of those States are inclined to view that, unless the employer is in fact a corporation owning or operating a line of railway doing business as a common carrier, it is not within the scope of the statute. Our statute, unlike those of Georgia and Wisconsin, is not confined to "railway corporations," but extends to "every corporation" or "person" operating a railway. (Code, secs. 2039, 2071.) And unless we are to emasculate the statute by construction, every corporation or individual undertaking to do business or carry on a work which exposes its employees to the hazards peculiar to railway operation, whether it be in the common carriage of freight and passengers, or confined to the transportation of materials for the private use, advantage, or benefit of the proprietors, must be held liable for negligence of its employees in and about such business. In short, the liability of a defendant under the statute depends alone upon the nature of the hazard to which the employee is exposed, and not upon the technical character or purpose of the business being done by the employer. Most of the authorities cited by the appellant upon this branch of the controversy are cases in which the courts have held that statutes relating generally to the regulation of railroads and railroad companies are not applicable to street railways. But we do not regard these cases as in point. Street railways, as they existed at the date of this legislation, did not come within the reasons which underlie and support Code, section 2071, and other statutes of like nature. "Employees on such roads are not exposed to such hazards, risks, and dangers as are the employees of railroad corporations proper." (*Schus v. Powers-Simpson Co.*, supra.) Street railway corporations do not ordinarily operate long or heavy trains. Their cars are run at comparatively low rates of speed, are easily controlled, and, generally speaking, their employees are exposed to neither the kind nor the degree of hazard which is encountered by one who works upon and about a railroad, where heavy trains operated by steam locomotives are made use of.

There was no error in the rulings of the trial court in this respect.

LABOR ORGANIZATIONS—CONTRACTS—ACTIONS AGAINST UNINCORPORATED SOCIETIES—*Ehrlich v. Willenski et al.*, *United States Circuit Court for the Eastern District of Pennsylvania*, 138 *Federal Reporter*, page 425.—This case was an action for damages for breach of contract by an unincorporated labor organization. The action was brought against four of the members of the union, and not against the union itself, whereupon a compulsory nonsuit was ordered. The opinion given below was handed down by Judge McPherson, in refusing a motion to take off the nonsuit. The facts appear in the opinion, which is as follows:

Whatever relaxation of the rule that requires all persons interested to be made parties to a suit at law may have been permitted in the case of unincorporated societies, no decision can be found, I think,

that allows an action to be brought in the form that has been adopted here. The facts are these: Edward Ehrlich, the legal plaintiff, made a written contract with Local Union No. 165 of the Cigar Makers' International Union of America, by which the local society undertook to furnish him with the union label, to be affixed to the boxes in which he proposed to pack the cigars that he was about to manufacture. For a short time the label was furnished, but was then refused, and this suit in assumpsit is to recover damages for the refusal. The contract was signed as follows:

"LOCAL UNION No. 165,
"CIGAR MAKERS' INTERNATIONAL UNION OF AMERICA,
"By W. C. HAHN,
"Business Agent and Label Secretary.
"EDWARD EHRLICH. [L. S.]"

Instead, however, of bringing suit in a form that would indicate a purpose to seek redress merely from the local union, the plaintiff selected four of its members, namely, Charles Willenski, James Mahlon Barnes, William C. Hahn, and George H. Ullrich, and sued them as the praecipe and the summons both set forth, "individually and for themselves and for others, officers and members of the unincorporated association known as Local Union No. 165 of Philadelphia of the Cigar Makers' International Union of America." In my opinion, such an anomalous record can not be sustained, and the nonsuit must therefore be upheld. This is a suit at law, where the judgment and execution must be sustained by the record, and nothing upon the record—or in the evidence, for that matter—would justify a judgment and a *fi. fa.* against the defendants in their individual character. The subject of suits by and against unincorporated societies has been considered in *Ash v. Guie*, 97 Pa. 493, 39 Am. Rep. 818; *Pain v. Sample*, 158 Pa., 428, 27 Atl. 1107 [and other cases cited].

The Pennsylvania act of 1876 (P. L. 53), relieving members of a beneficial society (to which class the local union seems to belong) from individual liability for claims against the society, is as follows:

"That members of lodges of the order of Odd Fellows, Knights of Pythias and other organizations paying periodical or funeral benefits, shall not be individually liable for the payment of periodical or funeral benefits or other liabilities of the lodge or other organization, but that the same shall be payable only out of the treasury of such lodges or organizations: *Provided*, That the provisions of this act shall only apply to unincorporated associations: *And provided, further*, That this act shall not apply to any liability heretofore incurred."

In view of this statute, if it be true that the local union is properly to be classed as a beneficial society, it might be well for the plaintiff to consider whether an action at law is a suitable remedy for enforcing liability against the treasury of the association, or whether the more flexible remedy in equity is not better adapted for the purpose. If the action at law is not adequate, or is obviously unsuitable, equity may have jurisdiction on this ground alone. [Cases cited.]

The motion to take off the nonsuit is refused.

TRADE-MARKS OF TRADE UNIONS—LEGAL PENALTIES—DUE PROCESS OF LAW—CONSTITUTIONALITY OF STATUTE—*Cigar Makers' International Union of America v. Goldberg, Court of Errors and Appeals of New Jersey, 61 Atlantic Reporter, page 457.*—This case was before the court of errors and appeals on an appeal from a judgment of the supreme court of the State affirming a judgment of the district court of Newark. The appeal resulted in the reversal of both the courts below. The facts in the case, as well as the grounds of the reversal, appear in the following, which is quoted from the opinion of the court, given by Judge Dixon:

By an act passed March 15, 1898 (P. L. p. 83), it is made lawful for any organization of persons to register in the office of the secretary of state a label to designate the wares upon which the work of any of its members has been expended, and it is made unlawful for any person other than the members to use such label, or any counterfeit or imitation of the same. The act further provides (section 9) that, if unlawful use of the label is made, the organization may in the court of chancery have such use enjoined and recover all damages resulting therefrom, together with all costs and expenses incurred by the complainant in such proceeding, and (section 10) may, in addition, in an action of debt brought in any court of law having civil jurisdiction, recover from the person offending a penalty of not less than \$200 nor more than \$500, for the use and benefit of the organization. The present action was instituted by an unincorporated organization to recover a penalty of \$200 by virtue of said tenth section, and at the trial in the district court of Newark the defendant moved for a nonsuit, on the ground that the enactment was unconstitutional. The plaintiff, however, had judgment, which on appeal was affirmed in the supreme court, and it is now before this court by writ of error.

In *Gottlob v. Schmidt*, 66 N. J. Law, 180, 48 Atl. 588, the supreme court rightly held that, as the penalty is to be sued for in an action of debt, the amount to be recovered must be determined, within the limits prescribed, by the plaintiff before the suit is brought. The question presented, therefore, is whether the legislature could and did constitutionally confer on the plaintiff the power of fixing, within limits defined, the penalty to be exacted for its own use. By the express terms of the statute the penalty is to be recovered in addition to the damages, costs, and expenses necessary to give full compensation to the plaintiff for the injury suffered through the unlawful use of the label. Enactments of this nature go, in my opinion, to the very verge of the sphere protected from legislative interference by the principle, implied in the Constitution, that the private property of one person shall not be taken for the private use of another. But, under the authority of decided cases, it must be conceded that the legislature is not prohibited from enacting that the penalties imposed for public offenses, which work special injury to individuals, shall be recovered for the benefit of those individuals, although they exceed compensation for the injury sustained.

But an examination of the cases discloses that, inasmuch as the penalty, when not required to compensate the injured party

necessarily proceed on public considerations, the amount of the penalty is always ascertained by some public agency. Thus, in the case of exemplary damages and under many penal statutes and ordinances, a judicial tribunal fixes the amount. In other statutes the legislative body prescribes either the absolute sum or a standard for ascertaining the sum proportioned to the wrong done. But in the case now before us none of these just limitations is observed. The legislature has attempted to devolve upon the private party the duty or power of weighing the public considerations on which the penalty should be measured. It has said, in effect: "We do not know what penalty will be appropriate to prevent or to punish violations of this statute. We perceive that less than \$200 would be inadequate, and more than \$500 would be excessive; but beyond this we can not decide, nor are we willing to submit the matter to some other public and impartial tribunal. We leave it to the determination of the party to be benefited thereby." Such a course seems to us unconstitutional. The fixing of the precise legal penalty to be imposed must be essentially either a legislative function, in which only general considerations can have weight, or a judicial function, in which general considerations may be modified by special circumstances. As a legislative function, the power has been partly exercised in the statute, which under constitutional regulation must precede the commission of offenses. There remained, to complete the object of government, only the judicial function. The power to discharge that function could not be conferred upon anybody without making provision for a hearing of the party concerned before the penalty to be borne by him was determined, and, even with that provision, it could not be conferred upon the party for whose benefit the penalty was to be enacted. Manifestly it was not delegated by the present enactment. A man can not be regarded as discharging a judicial function when he reaches a determination in his own interest, without hearing his adversary.

Our conclusion is that, under this tenth section, the powers of government have not been and can not be fully exercised for the imposition of penalties upon offenders against the statute; in other words, that the exaction of penalties in accordance with its provisions would be the taking of property without due process of law, and consequently those provisions are invalid.

DECISIONS UNDER COMMON LAW.

CONSPIRACY—BOYCOTT—INJUNCTION—*Loewe et al. v. California State Federation of Labor et al.*, *United States Circuit Court, Northern District of California*, 139 *Federal Reporter*, page 71.—This was a hearing in equity to show cause why a temporary injunction should not issue against the defendants named, the bill of complaint being submitted by D. E. Loewe & Co., of Danbury, Conn. The firm named is a partnership, engaged in the manufacture of hats, which it sells through wholesale dealers in several States of the Union, its trade amounting to many thousand dollars annually. The defendants are voluntary, unincorporated associations composed of residents of the State of California, organized as the California Federation

of Labor, the San Francisco Labor Council, and the Building Trades Council of San Francisco. It was alleged in the complaint that these organizations, their officers and members, bind and tie together all the local unions and their members in united and concerted action in the ordering and prosecution of strikes, boycotts, and all matters affecting their common interest; that it controls not only the actions of the members, but of the public generally, and tradesmen in particular, by strikes, boycotts, threats, coercion, and intimidation. It was alleged also that by means of the affiliation of these bodies with the American Federation of Labor, having numerous local and State bodies and a large membership in the States where the complainant has customarily done a large and profitable business, the defendants are able to affect the business of the firm to its great injury. The allegations state the attempt of the United Hatters of America to compel the firm to unionize its shop and employ only members of the said union as workmen in its making and finishing departments. The bill recites the charges of the United Hatters against the firm of Loewe & Co., and the use made of the union label to enforce their demand and the boycott that was instituted against it on its refusal to comply with the demands of the union, the methods of newspaper publication of blacklists, the picketing of shops and stores, and the tracing of goods shipped, all with the purpose of destroying the business of the firm unless it would submit to the dictation of the union in the matter of the employment of its workmen, and prays for an injunction against the parties named with respect to all the acts of conspiracy and boycotting alleged in the bill.

The bill was supported by affidavits setting forth in particular the action of the defendants in connection with the jobbing firm of Triest & Co., a corporation engaged in business in San Francisco and large purchasers of the hats manufactured by Loewe & Co. The nature and methods of the boycott against the complainants and its customers, including the retail dealers who purchased their supplies from Triest & Co., are further set forth in the complaint, the details covering the States of California, Washington, and Oregon. Among the charges was one that an agent of one of the labor organizations had stated to an agent of Triest & Co. that they (meaning the United Hatters of North America) had \$100,000 at their disposal with which to break up Loewe & Co. and Triest & Co., even if it took one, two, or three years to do it, and that they had succeeded in breaking up harder cases than these.

At the hearing the Building Trades Council denied any connection with the other parties defendant and was ordered out of the injunction granted. In disposing of the case Judge Wainwright recited the allegations of the bill and the affidavits in support of which he said:

The defendants contend that the allegations of the bill of complaint and the supporting affidavits are insufficient to justify the court in issuing a temporary injunction; that it does not appear that any force, threat, or intimidation has been used by the defendants to enforce the alleged boycott against the product of complainants' factory; that all that has been done by the labor organizations named in the bill has been to urge upon the friends of labor to use their patronage for the benefit of labor; that they had the constitutional right to do this, either by the publication of their views upon the subject, or by communicating them orally to their friends and to the public generally. But can it be truthfully said that this is all that has been done by the defendants and by those who have acted with them in enforcing the boycott described in the bill of complaint? Are they not doing something more than speak, write, and publish their sentiments? Are they not using the power of their combined numbers, acting in concert, to drive the complainants out of business and destroy their property unless they are willing to surrender the control and management of their business to a labor organization? Are they not acting in combination, not merely for the ultimate purpose of advancing their own interests as workmen, but for the direct and immediate purpose of injuring the complainants in their business and property? If these questions must be answered in the affirmative—and upon the facts before the court they can not be answered otherwise—then what follows? The weight of authority is that these acts are unlawful, and may be restrained by injunction.

In *State v. Glidden*, 55 Conn. 46, 8 Atl. 890, 3 Am. St. Rep. 23, the case was a criminal prosecution for a conspiracy. The substance of the charge in the indictment was a conspiracy to compel the Carrington Publishing Company, against its will, to discharge its workmen, and to employ such persons as the defendants and their associates might name. In other words, the conspiracy was to deprive the publishing company of the liberty of carrying on its business in its own way, and to compel it to "unionize its shop." This object was to be accomplished by boycotting the business of the corporation, and the threatened withdrawal of patronage. In one count of the indictment it was charged "that the defendants induced one person to discontinue his subscription to said newspaper, and attempted to induce sundry other persons from advertising therein, and that the corporation was greatly damaged." Three of the defendants were found guilty. This is what the court says concerning the offense charged:

"It seems strange that in this day and this free country—a country in which law interferes so little with the liberty of the individual—that it should be necessary to announce from the bench that every man may carry on his business as he pleases; may do what he will with his own so long as he does nothing unlawful and acts with due regard to the rights of others; and that the occasion for such an announcement should be, not an attempt by Government to interfere with the rights of the citizen, nor by the rich and powerful to oppress the poor, but an attempt by a large body of workmen to control, by means little if any better than force, the action of"

The court states that the

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have no interest in your business; we have no capital invested therein, we are in no wise responsible for its losses or failure, we are not directly benefited by its success, and we do not participate in its profits, yet we have a right to control its management and compel you to submit to our dictation."

The court says that the bare assertion of such a right is startling; that, if such a right existed, all business enterprises would be alike subject to the dictation and control of those who might assert it, and upon the same principle, and for the same reason, the right to determine what business men shall engage in, and when and where and how it shall be carried on, will be demanded, and must be conceded to associations of workmen of the class of those whom it would be necessary to employ. And, speaking of the fact that a combination organized for a good purpose may be perverted by the power it wields to deprive others of their just rights, the court says:

"The intention by one man, so long as he does nothing, is not a crime which the law will take cognizance of; and so, too, of any number of men acting separately. But when several men form the intent, and come together and agree to carry it into execution, the case is changed. The agreement is a step in the direction of accomplishing the purpose. The combination becomes dangerous and subversive of the rights of others, and the law wisely says it is a crime. It is no answer to say that the conspiracy was for a lawful purpose—to better their own condition, to fix and advance their rate of wages, and further their own material interest. It is certainly true that they had a right to such a purpose, and to use all lawful means to carry it into effect; and so a purpose to acquire property is lawful, so far as it contemplates lawful means only. But if it contemplates the acquisition of money by means of murder, theft, fraud, or injustice, the end does not sanctify the means. Neither will these defendants be permitted to advance their material interests or otherwise better their condition by any such reprehensible means. They had a right to request the Carrington Publishing Company to discharge its workmen and employ themselves, and to use all proper argument in support of their request. But they had not the right to say, 'You shall do this, or we will ruin your business.' Much less had they a right to proceed to ruin its business. In such a case the direct and primary object must be regarded as the destruction of the business. The fact that it is designed as a means to an end, and that end, in itself, considered a lawful one, does not divest the transaction of its criminality."

The court discusses other features of the case, and determines that the acts were in violation of law, and that the conviction was proper.

Crump v. Commonwealth, 84 Va. 927, 6 S. E. 620, 10 Am. St. Rep. 895, was an indictment for a conspiracy. Defendants and others, members of a typographical union, conspired to compel the proprietor of a printing office to unionize his office, and not to employ any printer who did not belong to the union. Pursuant to such conspiracy, the defendants sent circulars to a large number of the customers of the printing office, informing them that they had, with the aid of other labor organizations, boycotted the printing office, and notifying the customers that the names of all who should continue to patronize the printing office after being notified of the boycott would be published in the labor paper, the organ of the union, as a blacklist, and they in turn would be boycotted until they agreed to withdraw their

patronage from the boycotted establishment. The defendants declared it their set purpose to crush the boycotted establishment, and they used every means short of actual physical force to carry the purpose into effect. The supreme court of appeals held that the acts alleged and proved in the case were unlawful and incompatible with the prosperity, peace, and civilization of the country, and if such acts could be perpetrated with impunity by combination, cabals, and cliques, there would be an end of government and of society itself. To the same effect is *State v. Stewart*, 59 Vt. 273, 9 Atl. 559, 59 Am. Rep. 710; *State v. Donaldson*, 32 N. J. Law, 151, 90 Am. Dec. 649.

In the Supreme Court of the United States, in the late case of *Aikens v. Wisconsin*, 195 U. S. 194, 25 Sup. Ct. 3, 49 L. Ed. 154 [see Bulletin No. 57, p. 678], it was contended that no one could be held answerable in law for the exercise of a legal right on the ground that it was exercised with malevolent intent, and that the act of combining could never be considered a wrong or a crime when done in the exercise of a legal right which required for its exercise combination or cooperation. A statute of Wisconsin imposed imprisonment or fine on "any two or more persons who shall combine * * * for the purpose of willfully or maliciously injuring another in his reputation, trade, business, or profession by any means whatever." An information under this statute charged certain persons with unlawfully combining together with the intent of willfully and maliciously injuring the Journal Company, a corporation, and certain persons named, stockholders and officers of the company, in their trade and business. The agreement of the combination related to rates of advertising in the Milwaukee Journal and rival newspapers, and a feature of competition was based upon circulation. The effect of the agreement to injure the Journal. The State court adjudged the combination unlawful. The Supreme Court of the United States sustained the judgment; holding that the liberty to combine to inflict injury upon another, even upon such intangibles as business or reputation, was not among the rights which the fourteenth amendment was intended to preserve, and that the defense that motives are not actionable is true in determining what a man is bound to foresee, but not necessarily true in determining the extent to which he can justify harm which he has foreseen. In other words, if the acts were intended and the injury foreseen, it is no defense to say that motives are not actionable. "An act," says the court, "which in itself is merely a voluntary muscular contraction, derives all its character from the consequences which will follow it under the circumstances in which it was done. When the acts consist of making a combination calculated to cause temporal damage, the power to punish such acts, when done maliciously, can not be denied because they are to be followed and worked out by conduct which might have been lawful if not preceded by the act. No conduct has such an absolute privilege as to justify all possible schemes of which it be a part. The most innocent and constitutionally protected of acts or omissions may be made a step in a criminal plot, and, if it is a step in a plot, neither its innocence nor the Constitution is sufficient to prevent the punishment of the plot by law." This opinion of Mr. Justice Holmes, while it was directed to the construction of a statute, appears to go to the heart of the whole question, and disposes of the argument that there

can be no liability of a combination for acts unless the acts themselves are criminal.

It follows that the complainants are entitled to a temporary injunction against all the defendants except the Building Trades Council of San Francisco, which, it appears, is not concerned in any combination, scheme, or conspiracy with the other defendants to injure the complainants in their business.

WRIT OF INJUNCTION.

UNITED STATES OF AMERICA,

Northern District of California, ss:

The President of the United States of America, to California State Federation of Labor, San Francisco Labor Council [and certain persons named] their, and each of their, attorneys, agents, employees, and all persons acting in aid of, or in conjunction with them, or any of them, greeting:

Whereas, Dietrich E. Loewe and Martin Fuchs, complainants in the above-entitled cause, and citizens of the State of Connecticut, have filed on the chancery side of the circuit court of the United States for the northern district of California a bill against the above-named defendants and others, and have obtained an allowance for an injunction as prayed for in said bill:

Now, therefore, we, having regard to the matters in said bill contained, do hereby command and strictly enjoin you [the parties named above] your, and each of your, attorneys, agents, employees, and all persons acting in aid of, or conjunction with you, or any of you, from in any manner agreeing or combining or conspiring together to injure or destroy the trade or business of complainants herein, or to interfere with the manufacture, transportation, or sale by complainants, or by any other person, firm, or corporation, of hats manufactured by complainants; from boycotting or agreeing or attempting to boycott and from declaring or continuing a boycott against complainants or complainants' trade or business or the product of complainants' said factory, or against any person, firm, or corporation, for the purpose of preventing or injuring, and from thereby preventing or injuring, the regular operation and conduct of complainants' trade or business or the transportation or sale of or trade in hats manufactured or sold by said complainants, and from abetting, aiding, or assisting in such boycott; from publishing or circulating, in combination, or in pursuance of any conspiracy or agreement to injure or destroy the trade or business of complainants, in writing or orally, any statements or representations advertising or calling the attention of complainants' customers or merchants or tradesmen or the public to any boycott or strike against complainants or against the product of complainants' said factory, or that, or to the effect that, complainants, complainants' factory, or complainants' goods, or the hats or products made or sold by complainants, or sold by complainants' customers, are or were "unfair," or should not be purchased or dealt in or handled by the public or merchants or tradesmen; from publishing or circulating, in combination, or in pursuance of any conspiracy or agreement to injure or destroy the trade or business of complainants, or for the purpose of injuring or destroying the trade or business of

complainants, in writing or orally, statements or representations to customers of complainants, or to dealers in hats, or tradesmen or the public, that complainants' factory, complainants' business, or complainants' hats, or the product of complainants' factory, or either or any of them, are unfair or have been boycotted or are boycotted, or should not be dealt in or with or sold, and from coercing or inducing or attempting to coerce or induce any such dealer, person, firm, or corporation, or the public, not to wear, buy, trade in, deal in, or have in possession, hats or any hat made by complainants, or the product of complainants' factory, for the purposes last aforesaid, and, for like purposes, from threatening any person, firm, or corporation with injury or loss to the business or trade of such person, firm, or corporation, in case such person, firm, or corporation should purchase or deal in hats manufactured by complainants, or the product of complainants' said factory; from giving any orders or directions to committees, associations, or others for the performance of any acts or threats hereinbefore enjoined—which commands and injunctions you are respectively required to observe and obey until our said circuit court shall make further order in the premises.

Hereof fail not, under penalty of the law thence ensuing.

Witness the Hon. Melville W. Fuller, Chief Justice of the United States, this 1st day of July, 1905, and in the one hundred and twenty-ninth year of the Independence of the United States of America.

CONTRACT OF EMPLOYMENT—VIOLATION OF TERMS—DISCHARGE—RECOVERY FOR SERVICES—*Curtis v. A. Lehman & Co., Supreme Court of Louisiana, 38 Southern Reporter, page 887.*—Henry A Curtis had recovered damages for discharge and violation of the terms of the contract of his employment with the firm of A. Lehman, from which an appeal was taken. The contract provided that Curtis should be manager of his employers' business, at a stated salary, the term of the contract being two years. After a few months' service some friction developed between Curtis and his employers, and he was directed to go on the road as drummer or traveling salesman for the firm. This he declined to do, stating that he stood ready, however, to carry out the contract under which he was employed. He testified that he was then required to perform the duties of a subordinate clerk, was insulted in the presence of other employees, and his character defamed. In the midst of the controversy the plaintiff became ill, and it was agreed that pending an adjustment of the questions in dispute his absence would be sanctioned and his salary continued. Subsequent propositions were discussed, without an agreement being reached, and he was finally told that he might resume work under such orders as might be given him in the line of his business, if his attorney would promise that no suit for damages would be brought. This was not satisfactory to Curtis, and, on suit, the civil district court of the Parish of Orleans awarded him judgment for the



charged.

LAWS OF VARIOUS STATES RELATING TO LABOR ENACTED SINCE JANUARY 1, 1904.

[The Tenth Special Report of this Bureau contains all laws of the various States and Territories and of the United States relating to labor in force January 1, 1904. Later enactments are reproduced in successive issues of the Bulletin from time to time as published, beginning with Bulletin No. 57, the issue of March, 1905.]

ILLINOIS.

ACTS OF 1905.

Assignment of wages.

(Page 79.)

SECTION 1. No assignment of the wages or salary of any person shall be valid, so as to vest in the assignee any beneficial interest, either at law or in equity, unless such assignment shall be in writing, signed by the assignor and acknowledged in person by the assignor before a justice of the peace in and for the township in which the assignor resides, and entered by such justice upon his docket, and unless within three days from the date of the execution and acknowledgment of such assignment, a true and complete copy of said assignment and of the certificate of its acknowledgment shall be served upon the person, firm or corporation from whom such wages or salary is due or is to become due, in the same manner that the summons in chancery is now required by law to be served: *Provided, further*, That no assignment of wages or salary by a married person shall be valid unless the same is also executed and acknowledged, as above, by the assignor's wife or husband, as the case may be.

SEC. 2. The term "assignment" as used in this act shall include every assignment, transfer, sale, pledge, mortgage or hypothecation, however made or attempted, of the wages or salary of any person, or of any interest therein.

SEC. 3. Whenever any assignment of the wages or salary of any person or persons shall be given as security for a loan tainted with usury, or shall be given to secure the payment or fulfillment of a usurious contract or the payment of the principal or the interest of a usurious debt, such assignment shall be absolutely void.

SEC. 4. Every assignment of wages to be earned in whole or in part more than six (6) months from and after the making of such assignment shall be absolutely void.

SEC. 5. Whenever any person, firm or corporation shall bring or threaten to bring any action or suit to enforce any assignment of wages or salary which has not been duly executed, acknowledged and served upon the employer in conformity with the provisions of this act or which is declared invalid by the provisions of this act, courts of equity shall have full power, upon the application either of the assignor of such wages or salary, or of the person, firm or corporation from whom such wages or salary is, or is to become due, to perpetually enjoin the threatened or attempted enforcement of any such assignment, and the fact that the complainant has a complete and adequate remedy at law, shall constitute no defense to the maintenance of a suit in equity for the purposes aforesaid.

SEC. 6. The invalidity of any portion of this act shall not affect the validity of any other portion thereof which can be given effect without such invalid part.

Approved May 13, 1905.

Mutual casualty insurance companies—Employers' risks.

(Page 298.)

SECTION 13. Any company organized under the provisions of this act is empowered and authorized to make contracts of insurance or indemnity, insuring or indemnifying employers against loss in consequence of accidents or casualties of any kind to any employee or employees, or to any person or persons, resulting

from any act or acts of any employee or employees; or accidents or casualties to any person or persons or any employee or employees resulting from any cause or cause whatsoever, and occurring in or connected with the transaction of the business of any employer. No person shall be insured by any company who is not engaged in the same class of business as the incorporators of any such company, and any contract of insurance made with any person not so engaged in the same class of business as the incorporators of the company shall be void.

Approved May 16, 1905.

Mine regulations—Inspection.

(Page 324.)

SECTION 1. Section 18, paragraph (a) of an act to revise the laws in relation to coal mines and subjects relating thereto, and providing for the health and safety of persons employed therein, approved April 18, 1899, in force July 1, 1899, is hereby amended so as to read as follows:

SEC. 18. (a) A mine examiner shall be required at all mines. His duty shall be to visit the mine before the men are permitted to enter it, and, first, he shall see that the air-current is traveling in its proper course and in proper quantity. In order to correctly determine the quantity of air in circulation in different portions of the mine it is hereby made his duty to measure with an instrument for that purpose, the amount of air passing in the last cross-cut or break through of each pair of entries, or in the last room of each division in a long-wall mine, and at all other points where he deems it necessary, the same to be noted in the daily book kept for that purpose. He shall then inspect all places where men are expected to pass or to work and observe whether there are any recent falls or obstructions in rooms or roadways, or accumulations of gas or other unsafe conditions. He shall especially examine the edges and accessible parts of recent falls and old gobs and air-courses. As evidence of his examination of all working places, he shall inscribe on the walls of each, with chalk, the month and the day of the month of his visit.

Approved May 13, 1905.

Mine regulations—Inspection districts.

(Page 325.)

SECTION 1. Section eleven (11) of an act entitled "An act to revise the laws in relation to coal mines and subjects relating thereto, and providing for the health and safety of persons employed therein," approved April 18, 1899, in force July 1, 1899, [shall] be amended to read as follows:

SEC. 11. The State shall be divided into ten inspection districts, said divisions to be made by the commissioners of labor. They may also change from time to time the boundaries of said districts in order to more equally distribute the labors and expenses of the several mine inspectors, but this provision shall not be construed as authorizing the commissioners of labor to increase the number of districts.

Approved May 13, 1905.

Mine regulations—Inspectors.

(Page 325.)

SECTION 1. Section seven (7) of an act entitled, "An act to revise the laws in relation to coal mines and subjects relating thereto and providing for the health and safety of persons employed therein," approved April 18, 1899, in force July 1, 1899, [shall] be amended to read as follows:

SEC. 7. From those [applicants] so named [by the State mining board, after examination], the governor shall select and appoint ten State inspectors of mines; that is to say, one inspector for each of the ten inspection districts provided for in this act; or more, if, in the future, additional inspection districts shall be created, and their commissions shall be for a term of two years from October first: *Provided*, That any one who has satisfactorily passed two of the State examinations for inspectors, and who has served acceptably as State inspector for two full terms, upon making written application to the board setting forth the facts, shall also be certified to the governor as a person properly qualified for appointment; but no man shall be eligible for appointment as a State inspector of mines who has any pecuniary interest in any coal mine, either as owner or employee.

Approved May 12, 1905.

Mine regulations—Employment of children and women.

(Page 326.)

SECTION 1. Section twenty-two (22) of an act entitled "An act to revise the laws in relation to coal mines and subjects relating thereto, and providing for the health and safety of persons employed therein," approved April 18, 1899, in force July 1, 1899, [shall] be amended to read as follows:

SEC. 22. No boy under the age of sixteen years, and no woman or girl of any age, shall be permitted to do any manual labor in or about any mine, and before any boy can be permitted to work in any mine he must produce to the mine manager or operator thereof an affidavit from his parent or guardian, or next of kin, sworn and subscribed to before a justice of the peace or notary public, that he, the said boy, is sixteen years of age.

Approved May 13, 1905.

Mine regulations—Shot firers.

(Page 328.)

SECTION 1. In all mines in this State where coal is blasted, and where more than two pounds of powder is used for any one blast; and, also, in all mines in this State where gas is generated in dangerous quantities, a sufficient number of practical, experienced men, to be designated as shot firers, shall be employed by the company, and at its expense, whose duty it shall be to inspect and do all the firing of all blasts, prepared in a practical, workmanlike manner in said mine or mines.

SEC. 2. That shot firers shall, immediately after the completion of their work, post a notice in a conspicuous place at the mine, in which shall be indicated the number of shots fired; also the number of shots they did not fire, if any, specifying the number of the room and designation of the entry, and giving reasons for not firing the same. In addition they shall also keep a daily permanent record in which shall be entered the number of shots or blasts fired, the number of shots or blasts failing to explode, and the number of shots or blasts that in their judgment were not properly prepared and which they refused to fire, giving reasons for same; the record to be in the custody of the mine manager and to be available for inspection at all times by parties interested.

SEC. 3. The superintendent or mine manager shall not permit the shot firers to do any blasting, exploding of blasts, or to do any firing whatever, until each and every miner and employee is out of the mine except the shot firers.

SEC. 4. Any willful neglect, refusal or failure to do the things required to be done by any section, clause or provision of this act on the part of the person or persons herein required to do them, or any violation of any of the provisions or requirements hereof, or any attempt to obstruct or interfere with any person in the discharge of the duties herein imposed upon them, or any refusal to comply with the provisions of this act, shall be deemed a misdemeanor, punishable by a fine of not less than one hundred dollars, and not to exceed two hundred dollars, or by imprisonment in the county jail for a period not exceeding three months, or both, at the discretion of the court: *Provided*, That whoever shall discover that any section of this act, or part thereof, is being neglected or violated shall report the same to the superintendent of the mines and ask immediate compliance therewith; and in the case of continued failure to comply shall, through the State's attorney, or any other attorney in case of his failure to act promptly, take the necessary legal steps to enforce compliance therewith through the penalties herein prescribed.

Approved May 18, 1905.

Mine regulations—Signals.

(Page 329.)

SECTION 1. Section 23 of an act entitled "An act to revise the laws in relation to coal mines, and subjects relating thereto and providing for the health and safety of persons employed therein," approved April 18, 1899, in force July 1, 1899, [shall] be amended so as to read as follows:

SEC. 23. At every mine operated by shaft and steam power, the means of signaling to and from the bottom man, the top man, and the engineer, shall consist of a tube, or tubes, or wire encased in wood or iron pipes, through which

signals shall be communicated by electricity, compressed air or other pneumatic devices or ringing of a bell. The following signals are provided for use in mines where signals are required:

From the Bottom to the Top.—One ring or whistle shall signify to hoist up or the empty cage, and also to stop either when in motion.

Two rings or whistles shall signify to lower cage.

Three rings or whistles shall signify that the men are coming up; when return signal is received from the engineer, men will get on the cage and the cager shall ring or whistle one to start.

Four rings or whistles shall signify to hoist slowly, implying danger.

Five rings or whistles shall signify accident in the mine and a call for a stretcher.

Six rings or whistles shall call for a reversal of the fan.

From Top to Bottom.—One ring or whistle shall signify: All ready, get on cage. Two rings or whistles shall signify: Send away empty cage.

Provided, That the operator of any mine may, with the consent of the inspector, add to this code of signals in his discretion, for the purpose of increasing its efficiency or of promoting the safety of the men in said mine, but whatever code may be established and in use at any mine, must be conspicuously posted at the top and at the bottom, and in the engine room, for the information and instruction of all persons concerned.

Approved May 13, 1905.

Safety appliances on railroads—Inspector.

(Page 349.)

SECTION 1. An inspector of automatic couplers, power brakes, and grab irons or hand holds, on railroad locomotives, tenders, cars, and similar vehicles, shall be appointed by the railroad and warehouse commissioners, within thirty days after this act goes into effect, who shall hold office for two years, unless sooner removed for cause, and until his successor is appointed and qualified. At any time a vacancy occurs in the office, the railroad and warehouse commissioners shall immediately fill the vacancy by appointment. No person is eligible to hold the office who is an officer or an employee of a railroad company or who owns or is interested, directly or indirectly, in the stocks or bonds of any railroad company, or who has not had at least seven years of practical experience on some line of railroad operated in the State of Illinois in one or more of the following capacities: Engineer, fireman, conductor, yardmaster, brakeman, train baggageman, switchman, car inspector or repairer.

SEC. 2. Before entering on his duties the said inspector shall give bond to the State of Illinois in the sum of three thousand dollars, with two or more sureties, or a bond and surety company, acceptable to the railroad and warehouse commissioners, conditioned for the faithful performance of his duties, and shall also take the usual oath of office, which oath and bond, with the approval of the railroad and warehouse commissioners endorsed thereon, shall be deposited with the secretary of state.

SEC. 3. Said inspector shall be provided with transportation at the expense of the State and be paid a salary of fifteen hundred dollars (\$1,500) per year and necessary expenses, not to exceed one thousand dollars (\$1,000) in any one year which shall be paid in the manner now provided by law for the salary and expenses of the railroad and warehouse commissioners. He shall have his office in the Statehouse, in the office of the railroad and warehouse commissioners, and shall be under the supervision of said commissioners.

SEC. 4. It shall be the duty of the said inspector to inspect the couplers, power brakes, and grab irons or hand-holds, on the railroads engaged in moving traffic between points in Illinois, and make weekly reports of his inspection to the railroad and warehouse commissioners, reporting all locomotives, tenders, cars, or similar vehicles, which are found to be defective, giving the number of same, road on which they are found, and road owning same, if known.

Approved May 12, 1905.

Safety appliances on railroads.

(Page 350.)

SECTION 1. From and after the passage of this act it shall be unlawful for any common carrier engaged in moving traffic by railroad between points in this State to use on its line any locomotive in moving such traffic, not equipped with a power driving wheel brake and appliances for operating the train brake system, or to run any train in such traffic after the passage of this act that has not a sufficient number of cars in it so equipped with power or train brakes that the engineer on the locomotive drawing such train can control its speed without requiring brakeman to use the common hand brake for that purpose.

SEC. 2. From and after the passage of this act it shall be unlawful for any such common carrier to haul or permit to be hauled or used on its line any locomotive, tender, car or similar vehicle used in moving State traffic not equipped with couplers, coupling automatically by impact, and which can be uncoupled without the necessity of men going between the ends of the cars.

SEC. 3. When any person, firm, company or corporation engaged in moving traffic by railroad between points in the State of Illinois shall have equipped a sufficient number of its cars so as to comply with the provisions of section 1 of this act, it may lawfully refuse to receive from connecting lines of road or shippers any cars not equipped sufficiently in accordance with the first section of this act, with such power or train brakes as will work and readily interchange with the brakes in use on its own cars, as required by this act.

SEC. 4. From and after the passage of this act it shall be unlawful for any railroad company to use any locomotive, tender, car, or similar vehicle, in connection with the movement of traffic between points in this State that is not provided with secure grab irons or hand-holds in the ends and sides of each locomotive, tender, car, or similar vehicle for greater security to men in coupling and uncoupling cars.

SEC. 5. The standard height of drawbars, measured perpendicularly from the level of the tops of the rails to the center of the drawbars upon the standard gauge roads shall be thirty-four and one-half inches; narrow gauge roads twenty-six inches, and that the maximum variation from such standard height to be allowed between drawbars of empty and loaded cars shall be three inches.

SEC. 6. Any such common carrier using any locomotive or tender running any train, or hauling or permitting to be hauled or used on its line any car, or similar vehicle in violation of any of the provisions of this act shall be liable to a penalty of one hundred dollars for each and every such violation, to be recovered in a suit or suits to be brought by the State's attorney in the circuit court of the county having jurisdiction in the locality where such violation shall have occurred; and it shall be the duty of such State's attorney to bring such suits upon duly verified information being lodged with him of such violation having occurred, and it shall also be the duty of the railroad and warehouse commission to lodge with the proper State's attorneys information of any such violations as may come to its knowledge: *Provided*, That nothing in this act contained shall apply to trains composed of four wheel cars or to trains composed of eight wheel standard logging cars, where the height of such cars from the tops of the rails to the center of the coupling does not exceed twenty-five inches, or to locomotives used in hauling such trains when such cars or locomotives are exclusively used for the transportation of logs, or to street cars, or to trains, locomotives, tenders, cars and similar vehicles used in interstate commerce.

SEC. 7. The provisions and requirements of this act shall be held to apply to common carriers engaged in moving traffic by railroad between points in this State and shall apply in all cases, whether or not the couplers brought together are of the same kind, make or type and the provisions and requirements hereof relating to power driving wheel brakes, train brakes, automatic couplers, grab irons and the height of drawbars shall be held to apply to all trains, locomotives, tenders, cars and similar vehicles used on any railroad engaged in moving traffic between points in the State of Illinois, excepting those trains, cars and locomotives exempted by the provisions of section 6 of this act, and all those trains, locomotives, tenders, cars and similar vehicles used in interstate commerce.

SEC. 8. Whenever, as provided by this act, any train is operated with power or train brakes not less than fifty per centum of the cars in such train shall have their brakes used and operated by the engineer of the locomotive drawing such train; and all power-braked cars in such train which are associated

together with said fifty per centum shall have their brakes so used and operated, and, to more fully carry into effect the objects of this act, the railroad and warehouse commission may, from time to time, after a full hearing, increase the minimum percentage of cars in any train required to be operated with power or to train brakes, which may have their brakes used and operated as aforesaid; and failure to comply with any such requirement of said railroad and warehouse commission shall be subject to the like penalty as failure to comply with any requirements of this section.

SEC. 9. Any employee of any such common carrier who may be injured by any train, locomotive, tender, car or similar vehicle in use contrary to the provisions of this act, shall not be deemed to have assumed the risks thereby occasioned, nor to have been guilty of contributory negligence, because of continuing in the employment of such common carrier or in the performance of his duties as such employee after the unlawful use of such train, locomotive, tender, car or similar vehicle, had been brought to his knowledge.

SEC. 10. The railroad and warehouse commission is hereby empowered to grant to narrow gauge railroads, upon a full hearing and for good cause, a reasonable extension of time in which to comply with the provisions of this act: *Provided, however,* That such extension or extensions shall not exceed in the aggregate the period of one year from and after its passage.

Approved May 12, 1905.

KANSAS.

ACTS OF 1905.

CHAPTER 70.—*Examination, etc., of barbers.*

SECTION 1. Chapter 70 of the Session Laws of 1903, entitled "Regulating the practice of the barber profession," is hereby repealed.

Approved February 25, 1905.

CHAPTER 214.—*Mine regulations—Car checks.*

SECTION 1. It shall be unlawful for any person to change, exchange, substitute, alter or remove any number or check number placed upon any car or pit car in or about any mine in the State of Kansas, with the intent to cheat or defraud any other person out of the value of his services in mining and loading the coal or mineral contained in such car or pit car; and it shall be unlawful for any person, with the intent to cheat or defraud another, to place any number or check number upon any car or pit car loaded by any other person in or about any mine.

SEC. 2. Every person who shall violate any of the provisions of section 1 of this act shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be fined in a sum of not more than one hundred dollars, or by imprisonment in the county jail for a term not to exceed six months, or by both such fine and imprisonment.

Approved March 3, 1905.

CHAPTER 278.—*Employment of children—Age limit in factories, mines, etc.*

SECTION 1. No child under fourteen years of age shall be employed at any time in any factory or packing house or in or about any mine. No person under sixteen years of age shall be employed at any occupation nor at any place dangerous or injurious to life, limb, health, or morals.

SEC. 2. All persons, firms or corporations employing children shall be required first to obtain a certificate of the age of such children, where possible, from the school board, principal of school or teacher of the school in district or city wherein such children reside. Said certificate shall be issued without charge; shall be substantially in the following form:

STATE OF KANSAS, COUNTY OF _____, _____ CITY OR DISTRICT.

This certifies that _____, according to the records of this school and from all the knowledge that I can obtain, was born at _____, in _____ County, and _____ city, of the State of _____, and is now under _____ years of age.

(Signed.) _____

To which shall be added the name of the school district or city and the official position of the member of the board, principal or teacher signing the same. When it is impossible to secure the certificate herein above provided for as to the age of the child, the firm, person or corporation [corporation] employing such child shall secure a statement of the age of such child from the parent or legal guardian of such child, which statement shall be verified under oath before some officer authorized to administer oaths. Such certificate shall be sufficient protection to the employer of any child as to the age of such child, except when such employer has actual knowledge of the falsity of such certificate; and all such certificates shall be kept constantly on file in a convenient place, and shall at all times be open to the inspection of the proper authorities, as provided in this act.

SEC. 3. It shall be the duty of the State factory inspector, State inspector of mines and their deputies to inspect the certificates herein above provided for, to examine children employed in factories, mines and packing houses as to their age, and to file complaints in any court of competent jurisdiction to enforce the provisions of this act, and it shall be the duty of the county attorney of the proper county to appear and prosecute all complaints so filed.

SEC. 4. Any person, firm or corporation employing any person or child in violation of any provisions of this act, or permitting or conniving at such violation, shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be fined in a sum not less than twenty-five dollars nor more than one hundred dollars, or by imprisonment in the county jail not less than thirty days nor more than ninety days.

Approved February 22, 1905.

CHAPTER 304.—*Mine regulations—Escape shafts.*

SECTION 1. Section 1 of chapter 165 of the laws of 1899 is hereby amended to read as follows: Section 1. In all coal mines that are now or which may hereafter be put in operation in the State of Kansas and which are worked by or through a shaft, slope, or drift, and in which more than ten miners are employed at any one time, if there is not already an escapement shaft to each and every said mine, or communication between each and every mine and some other contiguous mine, then there shall be an escape shaft or some other communication such as shall be approved by the secretary of mine industries or mine inspector, making at least two distinct means of ingress or egress for all persons employed or permitted to work in such mine. Such escape shaft or other communication with a contiguous mine aforesaid shall be constructed in connection with every vein or stratum of coal worked in any mine and accessible from every entry, plane or level thereof; and the time to be allowed for such construction shall be four months when such mine is under one hundred feet in depth, and eight months when said mine is over one hundred and not over two hundred feet in depth, and one year for all mines over two hundred feet and under one thousand, and two years for mines over one thousand feet: *Provided*, That not more than twenty-five miners shall be employed in such mine at any one time until a second escape shaft is constructed in accordance with the laws of this State and approved by the mine inspector: *Provided, further*, That nothing in this act shall be construed to affect mines now in operation until the period of limitations for constructing the escape shafts herein provided for shall have elapsed.

Approved March 1, 1905.

CHAPTER 305.—*Mine regulations—Ventilation.*

SECTION 1. The owner, agent or operator of any coal mine in this State, if said mine is worked on the room and pillar plan, shall cause the work in such mine to be prosecuted in the following manner, and none other, to wit: Two entries must be driven parallel for the ingress and egress of the air, and crosscuts must be made at intervals not to exceed forty feet apart, and no rooms, entries or other openings shall be allowed to start inside of the last crosscut until the next one is made: *Provided*, That in the case of mines already opened and in operation under the single-entry plan, the provisions of this act shall not apply to such parts thereof as have been worked out when this act takes effect.

SEC. 2. The State coal-mine inspector shall, after the taking effect of this law, give notice in writing to the owner, agent or operator in charge of each coal mine in this State now being worked on the room-and-pillar plan to con-

form the working of such mine to the requirements hereinbefore set out and prescribed; and such owner, agent or operator shall have thirty days in which to comply before being liable to the penalty provided herein.

SEC. 3. Any owner, agent or operator in charge of any coal mine worked on the room-and-pillar plan failing to comply with the provisions of section 1 shall be deemed guilty of a misdemeanor, and upon conviction shall be punished by a fine of not less than fifty dollars nor more than one hundred dollars, or by imprisonment in the county jail not less than six months nor more than one year, or by both such fine and imprisonment; and every day that the mine is operated contrary to the provisions of section 1 after the owner, agent or operator in charge thereof shall have been convicted for a first offense under section 1 shall be and constitute a separate and distinct subsequent offense, and shall be punished as such.

Approved February 22, 1905.

CHAPTER 341.—*Liability of railroad companies for injuries to employees.*

SECTION 1. Chapter 393 of the Session Laws of 1903 is hereby amended so as to read as follows: Every railroad company organized or doing business in the State of Kansas shall be liable for all damages done to any employee of said company in consequence of any negligence of its agents, or by any mismanagement of its engineers or other employees, to any person sustaining such damage: *Provided*, That notice in writing that an injury has been sustained, stating the time and place thereof, shall have been given by or on behalf of the person injured to such railroad company within eight months after the occurrence of the injury: *And provided further*, That where any person injured is in the hospital of or under charge of the railroad company causing the injury, or is prevented by the effects of said injury, the said eight months shall not begin to run until such injured person is discharged from said hospital or care of said railroad company: *Provided, further*, That said notice need not state whether or not suit is intended to be brought.

SEC. 2. The service mentioned in section 1 hereof may be served by a written copy thereof, by the person injured or any one on his behalf, or, if he die, by the person or persons entitled to recover for said injury, upon any person designated by the railroad in the county in which the action is brought, as provided in section 4499 of the General Statutes of Kansas of 1901, or if no such person has been designated or appointed, as in said section provided, then upon any local superintendent of affairs, freight agent, agent to sell tickets or station keeper of such company or corporation in such county, or such service may be made by leaving a copy thereof at any depot or station of such company or corporation in such county, with the person in charge thereof or in the employ of such company or corporation, and such service shall be held and deemed complete and effectual. Proof of such service shall be made by the affidavit of the party making the same, or other persons knowing the facts.

Approved March 3, 1905.

CHAPTER 342.—*Hours of labor of employees on railroads.*

SECTION 1. It shall be unlawful for any corporation or receiver operating a line of railroads in whole or in part in the State of Kansas, for any officer, agent, or representative of such corporation or receiver, to require or permit any conductor, engineer, fireman, brakeman, train dispatcher, telegraph operator or any trainman who has worked in his respective capacity for sixteen consecutive hours to continue on duty or perform any work for such railroad until he has had at least eight hours' rest: *Provided*, That this act shall not apply in case of washouts, unavoidable blockades, or any other unavoidable obstructions from any cause or casualties, nor shall it be construed to prevent the crew of a train which contains live stock or perishable freight in carload lots from running to the next division point after the expiration of the time limit provided for in this act: *Provided, further*, That this section shall not apply to employees of sleeping-car companies, baggagemen, and express messengers.

SEC. 2. Any corporation or receiver operating a line of railroads in whole or in part in this State who shall violate any provisions of this act shall be liable to the State of Kansas for a penalty of not less than one hundred dollars nor more than two hundred dollars for each offense, and such penalties shall be recovered and suits thereof shall be brought in the name of the State of Kansas in a court of competent jurisdiction in any county in the State into or through which any

such railroad may run, by the attorney-general or under his direction, or by the prosecuting attorney of any county through or into or out of which trains may be operated by said company.

Approved March 7, 1905.

CHAPTER 356.—*Railroads—Overhead wires.*

SECTION 1. The board of railroad commissioners is given the power, and it is hereby made its duty, to prescribe reasonable rules and regulations with respect to the stringing of wires, electric or otherwise, which cross over or under the tracks of any railroad company, and with respect to the support, maintenance, repair or construction thereof, which rules shall be furnished to any interested person upon application; but in no case shall the height of any wires which cross above the tracks of a railroad company be less than twenty-five feet from the top of the rails, except the trolley and feed wires of the electric railroads, which wires shall not be less than twenty-two feet above the tops of the rails.

SEC. 2. If complaint is made to the board of railroad commissioners by any interested party that wires extending over or under railroad tracks are not properly placed or are insecurely supported, or that the rules and regulations of the board with respect thereto are being violated, it shall be the duty of the board to cause an investigation of such complaint to be made, and, if it finds the complaint to be true, to make the necessary orders for the proper placing of said wires and the secure support thereof.

SEC. 3. It shall be the duty of every corporation or person to whom an order made by the board of railroad commissioners under this act shall be directed to comply with such order in accordance with its terms, and for any neglect to comply therewith any such corporation or person shall be liable to a penalty of one hundred dollars, and to a like penalty for every ten days during which said neglect shall continue, which penalty shall be for the benefit of the school fund, and may be recovered in a civil action brought in the name of the State. The action may be prosecuted by the attorney-general in any county having jurisdiction, or by the county attorney of the county in which the wire or wires crossing the railroad track shall be located.

Approved March 4, 1905.

CHAPTER 477.—*State printing office—Employees—Rates of wages.*

SECTION 15. The State printer shall have authority to employ a bookkeeper, stenographer, and such foremen, proof readers, mechanics and laborers as may be necessary to promptly and efficiently perform the duties of his office, and may discharge the same whenever he deems it advisable for the interest of the State. The compensation to be paid shall be no greater than that paid by other printing and binding offices employing the same class of labor.

Approved March 3, 1905.

CHAPTER 523.—*Exemption of wages from attachment—Wages earned outside of State.*

SECTION 1. Wages earned out of this State and payable out of this State shall be exempt from attachment or garnishment in all cases where the cause of action rose out of this State, unless the defendant in the attachment or garnishment suit is personally served with process; and if the writ of attachment or garnishment is not personally served on the defendant, the court issuing the writ of attachment or garnishment shall not entertain jurisdiction of the cause, but shall dismiss the suit at the cost of the plaintiff.

Approved March 4, 1905.

CHAPTER 527.—*Protection of employees on buildings.*

SECTION 1. Whenever it shall come to the notice of any workmen, laborer or mechanic employed in the construction, repairing or painting of any building, tower, tank, or other structure, or of any other person or persons, that the staging, scaffolding, stays or other appliances used for the purpose of supporting said workmen, laborers, or mechanics, their tools, and all necessary material, while at work on such building, tower, tank, or other structure, are not of sufficient strength to safely carry the weight of such workmen, laborers, or mechanics, their tools, and all necessary material, while working thereon, or if

any elevator, derrick or hoist used for the purpose of raising or lowering workmen or material to be used in the aforesaid construction, repairing or painting are not of sufficient strength to do the work required of them, or are not surrounded by the proper safeguards, said workmen, laborers, mechanics or other person or persons may make complaint to the State factory inspector, who shall forthwith inspect, or cause to be inspected by his assistant or deputy, such insufficient staging, scaffolding, stays, elevators, derricks, hoists or other appliances used in the said construction, repairing, or painting, and if found upon inspection to be insufficient and unsafe, or not properly surrounded by safeguards, it shall be the duty of the said State factory inspector, his assistant or deputy, to then and there notify the contractor, owner, superintendent or person in charge of the construction, repairing or painting of said building, tower, tank or other structure of the condition of such staging, scaffolding, stays, elevators, derricks, hoists or other appliances used as aforesaid. It shall then become incumbent upon the said contractor, owner, superintendent or person having in charge the said construction, repairing, or painting, having been so notified, to immediately reconstruct, repair, strengthen, or cause to be reconstructed, repaired, or strengthened, such defective staging, scaffolding, stays, elevators, derricks, hoists, or other appliances, and put in place and maintained, or cause to be put in place and maintained, such railing or other safeguards as may be deemed necessary by the said inspector, his assistant or deputy, to bring them safely within the provisions of this act.

SEC. 2. Any contractor, owner, superintendent or person in charge of the construction, repairing or painting of any building, tower, tank or other structure who, after having received notice from the State factory inspector, his assistant or deputy, shall fail or refuse to comply with the provisions of this act and the demands of the said inspector, his assistant or deputy, he shall be deemed guilty of a misdemeanor, and, upon conviction thereof in any court of competent jurisdiction, shall be fined not less than ten dollars nor more than one hundred dollars for such offense, and an additional fine of five dollars for each day the said work is continued after such notice until the provisions of this act have been fully complied with.

Approved February 13, 1905.

MAINE.

ACTS OF 1905.

CHAPTER 31.—*Protection of employees on street railways—Inclosed platforms.*

SECTION 1. On and after the first day of December in the year nineteen hundred and five, all street cars in regular use for the transportation of passengers in December, January, February and March in each year, except as provided in the following section, shall have their platforms inclosed in such manner as to protect the motormen, conductors or other employees who operate such cars from exposure to wind and weather in such manner as the board of railroad commissioners shall approve.

SEC. 2. Such street cars shall include all regular street cars which are operated by steam, electricity or other motive power, which, while in motion, require the constant care or service of an employee upon the platforms of the car or upon one of them. This act shall not apply to special cars or cars used for temporary service in an emergency.

SEC. 3. A street railway company which fails or neglects to comply with the provisions of the two preceding sections shall be punished by a fine of not more than one hundred dollars for each day during which such neglect continues, and a superintendent or manager of such street railway who causes or permits such violation shall be jointly and severally liable with said railway to said fine.

SEC. 4. Any street railway company operating cars may, on or before the first day of September in the year nineteen hundred and five, petition the board of railroad commissioners to be exempted from the provisions of this act so far as relates to such lines or routes owned or controlled by said company, where said company claims cars can not be operated with safety; and if after hearing and investigation said board decides that in its opinion street cars with the platform inclosed, as required by section one of this act, can not be operated with safety in such city, upon any or all of its lines or routes, this

t shall not be applicable to said company, its officers or cars, so far as relates to such lines or routes so decided to be unsafe for such operation. Said board shall render its decision on all petitions brought under this section, with the reason for such decision, on or before the first day of December in the year nineteen hundred and five, but said decision shall be at any time subject to revision by said board. If, however, said board shall decide adversely to the claim of said company in regard to any lines or routes included in said petition, then said petitioning railway company shall inclose the platforms of its cars operated on such lines or routes, in the manner provided in section one, within such time as said board of railroad commissioners shall deem reasonably requisite.

Approved March 7, 1905.

CHAPTER 71.—*Licensing of plumbers.*

SECTION 1. In water districts and in cities and towns which own and control municipal waterworks, either by direct ownership of the plant or by ownership of the majority of the stock thereof, no plumbing shall hereafter be done on any pipes or fixtures for the use of water from such waterworks, unless done by a plumber or other person licensed by the water board of such district or the board of water commissioners of such cities or the municipal officers of such towns. Said water boards and municipal officers are hereby authorized to grant and revoke licenses.

SEC. 4. If any plumber or person not duly licensed shall set up any pipes or fixtures for the use of water from any waterworks designated in section one of this act, or make any repairs upon, additions to, or alterations of, any pipes or fixtures previously thereto set up, he shall forfeit and pay a sum of not less than five nor more than twenty dollars, to be recovered by complaint, or in an action of debt in the name of the treasurer of the water district or the city or town in which such work is done, before the municipal court of such city or a trial justice in such town.

Approved March 15, 1905.

CHAPTER 123.—*Employment of children—Certain employments forbidden.*

SECTION 9. No person shall employ or cause to be employed, exhibit, use or have in custody, or train for use, employment or exhibition, any child under sixteen years of age, and no parent, guardian or other person, having care, custody and control of such child, shall procure or permit the training, use, employment or exhibition of any such child, in begging or soliciting or receiving alms in any manner or under any pretence, or in any illegal, indecent or immoral exhibition or practice, or in any exhibition of any such child when insane or idiotic, or when possessing any deformity and unnatural physical formation, or in any practice, exhibition or place dangerous or injurious to the life, limb, health or morals of such child. Whoever offends against the provisions of this section shall be punished by a fine not exceeding one hundred dollars or by imprisonment not exceeding sixty days.

Approved March 21, 1905.

MASSACHUSETTS.

ACTS OF 1905.

CHAPTER 213.—*Employment of children—Age and schooling certificates.*

SECTION 1. Chapter one hundred and six of the Revised Laws, as amended by section one of chapter four hundred and thirty-two of the acts of the year nineteen hundred and four, is hereby further amended by striking out section thirty-one and inserting in place thereof the following:—*Section 31.* An age or schooling certificate shall not be approved unless satisfactory evidence is furnished by a certificate of birth or baptism of such minor, or by the register of birth of such minor with a city or town clerk, that such minor is of the age stated in the certificate, except that other evidence, under oath, may be accepted in case the superintendent or person authorized by the school committee, as provided in the preceding section, decides that neither the certificate of birth or baptism, nor the register of birth is available for the purpose.

Approved March 24, 1905.

CHAPTER 238.—*Sweat shops—Register.*

Section fifty-six of chapter one hundred and six of the Revised Laws is hereby amended by adding at the end of said section the words: Every person, firm or corporation hiring, employing or contracting with a member of a family holding a license under this section for the making, altering, repairing or finishing of garments or wearing apparel to be done outside the premises of such person, firm, or corporation, shall keep a register of the names and addresses plainly written in English of the persons so hired, employed or contracted with, and shall forward a copy of such register once a month to the chief of the district police.

Approved March 30, 1905.

CHAPTER 267.—*Employment of children.*

SECTION 1. Section twenty-eight of chapter one hundred and six of the Revised Laws is hereby amended * * * so as to read as follows:—*Section 28.* No child under the age of fourteen years and no child who is over fourteen and under sixteen years of age who does not have a certificate as required by the following four sections certifying to the child's ability to read at sight and to write legibly simple sentences in the English language shall be employed in any factory, workshop or mercantile establishment. No child under the age of fourteen years shall be employed at work performed for wages or other compensation, to whomsoever payable, during the hours when the public schools of the city or town in which he resides are in session, or be employed at work before six o'clock in the morning or after seven o'clock in the evening.

SEC. 2. No certificate as provided for by sections twenty-nine to thirty-two inclusive of chapter one hundred and six of the Revised Laws shall be approved by any person for a minor under the age of sixteen years who intends to be employed in a factory, workshop or mercantile establishment, unless such person is satisfied that such minor is able to read at sight and to write legibly simple sentences in the English language.

SEC. 3. This act shall take effect on the first day of January in the year nineteen hundred and six.

Approved April 6, 1905.

CHAPTER 304.—*Payment of wages of employees in textile factories.*

SECTION 1. Section sixty-five of chapter one hundred and six of the Revised Laws is hereby amended * * * so as to read as follows:—*Section 65.* The occupier or manager of every cotton factory shall supply to each person who is engaged as a weaver in said factory and is paid by the piece, cut or yard, a printed or written ticket with each warp which shall contain the following specifications as to the work to be done and wages paid: The number of cuts, the number of yards per cut or piece, the price per yard, cut or piece, the number of picks per inch and the number of reeds to the inch. Said occupier or manager shall also supply to each person who is engaged as a frame tender a specification of the number of roving and the price per hank or hanks; and to each person engaged as a warper or web drawer a specification of the number of threads in the warp and the rate of compensation; and to each operative who is paid by the pound a specification of the price to be paid per pound or pounds; said specification to be furnished in each case on a printed or written ticket within three days after the time when said operative begins work.

SEC. 2. Section sixty-six of chapter one hundred and six of the Revised Laws is hereby amended * * * so as to read as follows:—*Section 66.* The occupier or manager of every textile factory shall post in every room where any employees work by the job, in legible writing or printing, and in sufficient numbers to be easily accessible to such employees, specifications of the character of each kind of work to be done by them, and the rate of compensation. Such specifications in the case of weaving rooms shall state the intended and maximum length of a cut or piece, the count per inch of reed, and the number of picks per inch and the price per cut or piece, or per pound; or, if payment is made per pick or per yard, the price per pick or per yard; and each warp shall bear a designating ticket or mark of identification. In roving or spinning rooms the number of roving or yarn and the price per hank for each size of machine shall be stated; and each machine shall bear a ticket stating the number of the roving or yarn made upon it. The maximum length of a cut or piece shall not exceed three per cent of the intended length of the same: Provided, however, That if it appears that

a variation in excess of the amount hereinbefore set forth has been caused in whole or in part by any weaver in the employ of any person charged with the violation of this act, this shall be deemed a sufficient defense to a prosecution.

SEC. 3. Any occupier or manager of a cotton factory who fails to comply with the provisions of the preceding sections shall, for the first offense, be punished by a fine of not less than twenty-five nor more than fifty dollars, and for each subsequent offense by a fine of not less than fifty nor more than one hundred dollars.

SEC. 4. The members of the inspection department of the district police shall enforce the provisions of this act.

Approved April 17, 1905.

CHAPTER 308.—*Assignments of wages.*

No assignment of future earnings, whether made by the assignor in person or by attorney, shall be valid unless executed in writing, for a period not exceeding two years from the date of said assignment and of any power of attorney under which said assignment is made, nor unless said assignment and power of attorney bear the date of the execution thereof, nor unless made to secure a debt of an amount stated in the assignment with lawful interest, nor unless made to secure a debt contracted prior to or simultaneously with the execution of the assignment, and of any power of attorney under which said assignment is made, or a debt for necessities thereafter to be furnished to the debtor to an amount stated in the assignment, nor shall such assignment be valid against a trustee process unless before the service of the writ upon the alleged trustee it is recorded in the office of the clerk of the city or town where the assignor resides.

Approved April 20, 1905.

CHAPTER 310.—*Examination and licensing of stationary engineers and firemen.*

SECTION 1. Section eighty-one of chapter one hundred and two of the Revised Laws is hereby amended * * * so as to read as follows:—*Section 81.* Whoever desires to act as engineer or fireman shall apply for a license therefor to the examiner of engineers for the city or town in which he resides or is employed, upon blanks to be furnished by the examiner. The application shall be accompanied by a fee of one dollar and shall show his total experience. Willful falsification in the matter of statements contained in the application shall be deemed sufficient cause for the revocation of said license at any time. The applicant shall be given a practical examination and, if found competent and trustworthy, he shall receive, within six days after the examination, a license graded according to the merits of his examination, irrespective of the grade of license for which he applies. The applicant shall have the privilege of having one person present during his examination, who shall take no part in the same, but who may take notes if he so desires. No person shall be entitled to receive more than one examination within ninety days, except in the case of an appeal as hereinafter provided. A license shall continue in force for three years, or until it is revoked for the incompetence or untrustworthiness of the licensee; and a license shall remain revoked until a new license is granted. A license, unless revoked, shall be renewed by an examiner of engineers upon application and without examination, if the application for renewal is made within six months after its expiration. If a new license of a different grade is issued, the old license shall be destroyed in the presence of the examiner. If a license is lost by fire or other means, a new license shall be issued in its place, without re-examination of the licensee, upon satisfactory proof of such loss to an examiner.

SEC. 2. Said chapter one hundred and two is hereby further amended by striking out section eighty-two and inserting in place thereof the following:—*Section 82.* Licenses shall be granted according to the competence of the applicant and shall be distributed in the following classes:—*Engineers' licenses:*—First class, to have charge of and operate any steam plant. Second class, to have charge of and operate a boiler or boilers, and to have charge of and operate engines, no one of which shall exceed one hundred and fifty horsepower, or to operate a first-class plant under the engineer in direct charge of the plant. Third class, to have charge of and operate a boiler or boilers not exceeding in the aggregate one hundred and fifty horsepower, and an engine not exceeding

fifty horsepower, or to operate a second-class plant under the engineer in direct charge of the plant. Fourth class, to have charge of and operate hoisting and portable engines and boilers. Firemen's licenses:—Extra first class, to have charge of and operate any boiler or boilers. First-class, to operate any boiler or boilers. Second class, to have charge of and operate any boiler or boilers where the pressure carried does not exceed twenty-five pounds to the square inch, or to operate high-pressure boilers under the engineer or fireman in direct charge thereof. A person holding an extra first or first class fireman's license may operate a third-class plant under the engineer in direct charge of the plant. A person who desires to have charge of or to operate a particular steam plant or type of plant may, if he files with his application a written request signed by the owner or user of said plant for such examination, be examined as to his competence for such service and no other, and if found competent and trustworthy shall be granted a license for such service and no other.

Sec. 3. Section eighty-six of said chapter one hundred and two is hereby amended * * * so as to read as follows:—*Section 86.* The boiler-inspection department of the district police shall act as examiners and enforce the provisions of the eight preceding sections and whoever violates any of the provisions of said sections shall be punished by a fine of not less than ten nor more than three hundred dollars or by imprisonment for not more than three months. A trial justice shall have jurisdiction of complaints for violations of the provisions of the eight preceding sections, and in such cases, may impose a fine of not more than fifty dollars. All members of the boiler-inspection department of the district police shall have authority in the pursuance of their duty to enter any premises on which a boiler or engine is situated, and any person who hinders or prevents or attempts to prevent any State boiler inspector from so entering shall be liable to the penalty as specified in this section.

Sec. 4. All acts and parts of acts inconsistent herewith are hereby repealed: *Provided, however,* That this act shall not apply to the exemptions specified in section seventy-eight of chapter one hundred and two of the Revised Laws or that such repeal shall not invalidate any license granted under the acts repealed; and licensees holding licenses so granted shall have the powers given to licensees of the same class by section two of this act.

Approved April 20, 1905.

CHAPTER 320.—*Employment of children—School attendance.*

SECTION 1. Section one of chapter forty-four of the Revised Laws is hereby amended * * * so as to read as follows:—*Section 1.* Every child between seven and fourteen years of age, and every child under sixteen years of age who can not read at sight and write legibly simple sentences in the English language, shall attend some public day school in the city or town in which he resides during the entire time the public day schools are in session, subject to such exceptions as to children, places of attendance and schools as are provided for in section three of chapter forty-two and sections three, five and six of this chapter. The superintendent of schools or, if there is no superintendent of schools, the school committee, or teachers acting under authority of said superintendent or committee, may excuse cases of necessary absence. The attendance of a child upon a public day school shall not be required if he has attended for a like period of time a private day school approved by the school committee of such city or town in accordance with the provisions of the following section, or if he has been otherwise instructed for a like period of time in the branches of learning required by law to be taught in the public schools, or if he has already acquired such branches of learning, or if his physical or mental condition is such as to render such attendance inexpedient or impracticable. Every person having under his control a child as described in this section shall cause him to attend school as herein required; and if he fails for five day sessions or ten half-day sessions within any period of six months while under such control to cause such child, whose physical or mental condition is not such as to render his attendance at school harmful or impracticable, so to attend school, he shall, upon complaint by a truant officer and conviction thereof, be punished by a fine of not more than twenty dollars. Whoever induces or attempts to induce a child to absent himself unlawfully from school, or employs or harbors a child who, while school is in session, is absent unlawfully from school shall be punished by a fine of not more than fifty dollars.

Sec. 2. This act shall take effect on the first day of January in the year nineteen hundred and six.

Approved April 21, 1905.

CHAPTER 472.—*Inspection of steam boilers.*

SECTION 1. All steam boilers of more than three horse power, except boilers upon locomotives, in private residences, or under the jurisdiction of the United States, or boilers used exclusively for agricultural, horticultural or creamery purposes, shall be inspected either by the district police or by an insurance company authorized to insure boilers within the Commonwealth. Such inspection shall be made internally and externally at least once in each year. The owner or user of any steam boiler inspected by the district police shall pay to the inspector the sum of five dollars at each internal, and two dollars for each external, inspection for every boiler so inspected.

SEC. 2. Every insurance company shall forward to the chief of the district police within fourteen days after each internal and external inspection a report of every boiler so inspected by it. Such reports shall be made on blanks furnished by the chief of the district police, and shall contain any recommendations that the insurance company may think it desirable to make. Notice shall be given by the insurance company or the inspector to the owner or user of the boiler inspected of the pressure at which the boiler may safely be operated.

SEC. 3. Any insurance company failing to make a report as above provided shall be fined not more than five hundred dollars for every such failure. Any owner failing to comply with the requirements of the insurance company inspecting his boiler, after notice by the chief of the district police, shall be liable to a fine of not more than five hundred dollars for such failure, and the use of said boiler may be enjoined in the manner provided in section four of chapter one hundred and five of the Revised Laws. The district police shall have authority in the discharge of their duty to enter upon any premises where steam boilers are located, for the purpose of enforcing the provisions of this act.

Approved May 26, 1905.

MISSOURI.

ACTS OF 1905.

Hours of labor of employees on railroads.

(Page 112.)

SECTION 1. It shall be unlawful for any corporation or receiver operating a line of railroad, in whole or in part, in the State of Missouri, or any officer, agent or representative of such corporation or receiver to require or permit any conductor, engineer, fireman, brakeman, train dispatcher, telegraph operator, or any trainman who has worked in his respective capacity for sixteen hours within a day of twenty-four hours, to again go on duty or perform any work for such railroad until he has had at least eight hours rest: *Provided*, This provision shall not apply in case of accident or casualty, or prevent train crews from taking a passenger train, or freight loaded exclusively with live stock or perishable freight to the next nearest division point, upon such railroad: *Provided further*, That this section shall not apply to employees of sleeping-car companies.

SEC. 2. Any corporation or receiver operating a line of railroad, in whole or in part in this State, who shall violate any of the provisions of this act, shall be liable to the State of Missouri for a penalty of not less than (five hundred dollars) \$500 nor more than one thousand dollars (\$1,000) for each offense, and such penalties shall be recovered and suit therefor shall be brought in the name of the State of Missouri, in a court of proper jurisdiction in any county in the State into or through (which) any such railway may run, by the attorney-general, or under his direction, or by the prosecuting attorney of any county through or into or out of which trains may be operated by said railroad. All fines and penalties collected or received for any violation of this act shall be paid into the "good-roads fund" of the State of Missouri, to be used only in the construction of gravel or macadam roads in the several counties of the State, outside of the incorporated cities and towns, in such manner as may be provided for by law.

Approved March 25, 1905.

Employment offices.

(Page 129.)

SECTION 1. Section 1948, article 3 of chapter 15, Revised Statutes of the State of Missouri, 1899, is hereby amended * * * so that said section, when so amended, shall read as follows:

Section 1948. Every person who shall agree or promise or who shall advertise through the public press, or by letter, to furnish employment or situations to any person or persons, and in pursuance of such advertisement, agreement or promise, shall receive any money, personal property or other valuable thing whatsoever, and who shall be guilty of any deception to any person applying for employment or who shall direct any female applying for employment to any house of prostitution, assignation house or other immoral resort, or who shall fail within three days to procure acceptable employment for an applicant, and upon demand refuse to return the money paid by the applicant for employment shall be deemed guilty of a misdemeanor, and shall, on conviction, be punished by a fine of not exceeding one thousand dollars nor less than one hundred dollars or confined in the county jail or workhouse no longer than one year nor less than sixty days, or shall be punished by both such fine and imprisonment.

Approved April 6, 1905.

Employers' liability—Injuries causing death.

(Page 135.)

SECTION 1. Section 2864 of chapter 17 of the Revised Statutes of the State of Missouri, 1899, is hereby amended so that said section when amended, shall read as follows:

Section 2864. Whenever any person, including an employee of the corporation, individual or individuals hereinafter referred to whose death is caused by the negligence of a coemployee thereof, shall die from any injury resulting or occasioned by the negligence, unskillfulness or criminal intent of any officer, agent, servant or employee, whilst running, conducting or managing any locomotive, car or train of cars, or any street, electric or terminal or train of cars, or of any master, pilot, engineer, agent or employee whilst running, conducting or managing any steamboat, or any of the machinery thereof, or of any driver of any stage coach, automobile, motor car or other public conveyance whilst in charge of the same as a driver; and when any passenger shall die from any injury resulting from or occasioned by any defect or insufficiency in any railroad, whether the same be a steam, street, electric or terminal railroad or any part thereof, or in any locomotive, car, street car, electric car or terminal car, or in any steamboat, or the machinery thereof, or in any stage coach, automobile, motor car, or other public conveyance, the corporation, individual or individuals in whose employ any such officer, agent, servant, employee, master, pilot, engineer or driver shall be at the time such injury is committed, or who owns, operates or conducts any such railroad, locomotive, car, street car, electric car, terminal car, automobile, motor car, stage coach or other public conveyance at the time any injury is received resulting from or occasioned by any defect or insufficiency, unskillfulness, negligence or criminal intent above declared, shall forfeit and pay as a penalty, for every such person, employee or passenger so dying, the sum of not less than two thousand dollars and not exceeding ten thousand dollars, in the discretion of the jury, which may be sued for and recovered: First, by the husband or wife of the deceased; or, second, if there be no husband or wife, or he or she fails to sue within six months after such death, then by the minor child or children of the deceased, whether such minor child or children of the deceased be the natural born or adopted child or children of the deceased: *Provided*, That if adopted, such minor child or children shall have been duly adopted according to the laws of adoption of the State where the person executing the deed of adoption resided at the time of such adoption; or, third, if such deceased be a minor and unmarried, whether such deceased unmarried minor be a natural born or adopted child, if such deceased unmarried minor shall have been duly adopted according to the laws of adoption of the State where the person executing the deed of adoption resided at the time of such adoption, then by the father and mother, who may join in the suit, and each shall have an equal interest in the judgment; or if either of them be dead, then by the survivor; or, fourth, if there be no husband,

wife, minor child or minor children, natural born or adopted as hereinbefore indicated, or if the deceased be an unmarried minor and there be no father or mother, then in such case suit may be instituted and recovery had by the administrator or executor of the deceased and the amount recovered shall be distributed according to the laws of descent and such corporation, individual or individuals may show as a defense that such death was caused by the negligence of the deceased. In suits instituted under this section, it shall be competent for the defendant, for his defense, to show that the defect or insufficiency named in this section was not of a negligent defect or insufficiency and that the injury received was not the result of unskillfulness, negligence or criminal intent.

Approved April 13, 1905.

Actions for injuries causing death—Limitation.

(Page 137.)

SECTION 1. Section 2868, Revised Statutes, 1899, is hereby repealed and a new section is enacted in lieu thereof, to be known as section 2868:

Section 2868. Every action instituted by virtue of the preceding sections of this chapter shall be commenced within one year after the cause of such action shall accrue: *Provided*, That if any action shall have been commenced within the time prescribed in this section, and the plaintiff therein suffer a nonsuit, or, after a verdict for him, the judgment be arrested, or after a judgment for him, the same be reversed on appeal or error, such plaintiff may commence a new action, from time to time, within one year after such nonsuit suffered or such judgment arrested or reversed.

Approved April 12, 1905.

Railroads—Application of fellow-servant law.

(Page 138.)

SECTION 1. Amend chapter 17, Revised Statutes of the State of Missouri, entitled "Damages and contributions in actions of tort," by adding a new section thereto, to be known as section 2876a:

Section 2876a. Whenever the words "railroad companies" or "railroad corporation" shall be found in any section of this chapter it shall be taken and construed to include all companies, corporations, person or persons operating any railroad in this State, and wherever the word "railroad" occurs in any section in this chapter it shall be taken and construed to include all railroads operated in this State by whatever motive or power propelled, and shall include all railroads or railways, commonly known as street railways, and all railroads operated by terminal companies or associations, known as "terminal railroads" or "railways" as well as all railways or railroads operated anywhere in the State, commonly known as electric railroads, whether they be wholly or in part in the city or country districts. Also all railroads within the country or city operated by what is commonly known as cable or motor power, or by horse power.

Approved April 1, 1905.

Employment of children—School attendance.

(Page 146.)

SECTION 1. Every parent, guardian or other person in the State of Missouri having charge and control of a child between the ages of eight and fourteen years shall cause such child to attend regularly some day school, public, private, parochial or parish, not less than one-half of the entire time the school which said child attends is in session, or shall provide such child at home with a regular daily instruction during the usual hours as shall be, in the judgment of a court having competent jurisdiction, substantially equivalent at least to the instruction given the children of like age at said day school in the locality in which said child resides: *Provided*, That every parent, guardian, or person in the State of Missouri having charge and control of a child between the ages of fourteen and sixteen years who is not actually and regularly and engaged in some useful employment or service, shall cause said child to attend regularly some day school as aforesaid.

SEC. 2. A child between the ages aforesaid may be excused temporarily from complying with the provisions of this act, in whole or in part, if it be shown to the satisfaction of a court of competent jurisdiction that said parent or guardian, or person having charge and control of said child is not able through extreme destitution to provide or obtain in any way proper clothing for said child; or that said child is mentally or physically incapacitated to attend school for the whole period required, or any part thereof, or that there is no public school taught within two and one-half miles of the residence of said child by the nearest traveled road, or that the labor of said child is absolutely necessary for the support of the family, or that said child has completed the common school course as prescribed by constituted authority or its equivalent and has received a certificate of graduation therefrom.

SEC. 3. The board having charge of a public school in a city or district of three thousand or more population by the last census may appoint, and remove at pleasure, one or more attendance officers to enforce the provisions of this act, and shall fix the compensation and manner of performance of the duties of said attendance officer, and shall pay them from the public school funds; and the attendance officers, as aforesaid, * * * shall have the right to visit and enter any office, or factory or business house employing children as aforesaid; shall have the right to require a properly attested certificate of the attendance of any child or children at such day school: * * *

SEC. 7. No child between eight and fourteen years of age shall be employed in any mine, factory, workshop, mercantile establishment, or in any other manner, during the usual school hours unless the person employing him, shall first procure a certificate from the superintendent or teacher of the school he attended stating that such child attended school for the period required by law, or has been excused from attendance as provided in section two; and it shall be the duty of such superintendent or teacher to furnish such certificate upon application of the parent, guardian or other persons having control of such child entitled to the same.

SEC. 8. Every owner, superintendent or officer of any mine, factory, workshop or mercantile establishment, and any other person who shall employ any child between eight and fourteen years of age contrary to the provisions of this act, shall be deemed guilty of a misdemeanor, and upon conviction, shall be fined for each offense in a sum not less than twenty nor more than fifty dollars and costs.

Approved April 11, 1905.

Termination of employment—Statement of cause.

(Page 178.)

SECTION 1. Whenever any employee of any corporation doing business in this State shall be discharged or voluntarily quit the service of such corporation, it shall be the duty of the superintendent or manager of said corporation, upon the request of such employee (if such employee shall have been in the service of said corporation for a period of at least ninety days), to issue to such employee a letter, duly signed by such superintendent or manager, setting forth the nature and character of service rendered by such employee to such corporation and the duration thereof, and truly stating for what cause, if any, such employee has quit such service; and if any such superintendent or manager shall fail or refuse to issue such letter to such employee when so requested by such employee, such superintendent or manager shall be deemed guilty of a misdemeanor, and shall be punished by a fine in any sum not exceeding five hundred dollars, or by imprisonment in the county jail for a period not exceeding one year, or by both such fine and imprisonment.

Approved April 14, 1905.

Hours of labor of employees in mines, smelters, etc.

(Page 236.)

SECTION 1. It is hereby declared to be unlawful for any person, company or corporation engaged in carrying on any kind of mining, mechanical, chemical, manufacturing or smelting business, to work their employees in any mill or mills, or plants, while engaged in crushing rocks and mine products, containing mineral or ores, or engaged in separating the minerals or ores from rock and such combination with which the mineral or ores are mixed, or reducing or roasting, or refining or smelting minerals or ores, from and after the time

such rocks, or combination of rocks and mine products, or minerals or ores are taken out of the mines, at such labor or industry, for a period of time longer than eight hours in a day of twenty-four hours, and it is hereby declared that eight hours shall constitute a day of employment, for all laborers, or employees, engaged in the kind of labor or industry aforesaid.

SEC. 2. Any person or persons, company or corporation who shall violate any of the provisions of the preceding section shall, on conviction, be fined in a sum not less than twenty-five dollars nor more than five hundred dollars.

Approved April 10, 1905.

Mine regulations—Ventilation.

(Page 237.)

SECTION 1. Article 2 of chapter 133 of the Revised Statutes of Missouri of 1899 is hereby amended by enacting a new section, to be known as section 8801a, and to read as follows:

Section 8801a. Ventilation—separate air currents required.—Every owner, agent or operator of every coal mine, whether operated by shaft, slope or drift, employing more than fifty persons in such mine, shall on and after the first day of September, 1905, in providing and maintaining the ventilation required by section 8801 of article 2, chapter 133, of the Revised Statutes of Missouri of 1899, split the volume of air circulating in such mine into separate currents so that not more than fifty persons working in such mine shall be supplied by the same current of air.

Approved March 13, 1905.

Mine regulations—Safety devices—Employment of children and women.

(Page 237.)

SECTION 1. Section 8811, article 2, chapter 133, Revised Statutes of the State of Missouri of 1899, is hereby amended * * * so that said section, when amended, shall read as follows:

Section 8811. The owner, agent or operator of every mine operated by shaft shall provide suitable means of signaling between the bottom and the top thereof, and shall also provide safe means of hoisting and lowering persons in a cage covered with boiler iron, so as to keep safe, as far as possible, persons descending into and ascending out of said shaft; and such cage shall be furnished with guides to conduct it on slides through such shaft, with a sufficient break on every drum to prevent accident in case of the giving out or breaking of machinery; and such cage shall be furnished with spring catches, intended and provided, as far as possible, to prevent the consequences of cable breaking or the loosening or disconnecting of the machinery; and no props or rails shall be lowered in a cage while men are descending into or ascending out of said mine: *Provided*, That the provisions of this section in relation to covering cages with boiler iron shall not apply to coal mines less than one hundred feet in depth, where the coal is raised by horse power. No male person under the age of fourteen years, or female of any age, shall be permitted to enter any mine to work therein; nor shall any boy under the age of sixteen years, unless he can read and write, be allowed to work in any mine. Any party or person neglecting or refusing to perform the duties required to be performed by the provisions of this article shall be deemed guilty of a misdemeanor, and punished by a fine in the discretion of the court trying the same, subject, however, to the limitations as provided by section 8815 of this article.

Approved April 3, 1905.

NEW MEXICO.

ACTS OF 1905.

CHAPTER 37.—Contracts of employment—Repayment, etc., of advances.

SECTION 1. Any person or persons, who under the pretense of hiring to do work for any other person or persons who shall obtain in advance and on account of promise of work to be done by such person or persons, any goods or money, and afterwards being able so to do willfully, fails to perform the work agreed by such person or persons to be performed; be punished before any jus-

tice of the peace by a fine of not less than fifty dollars, and no more than one hundred dollars, or by imprisonment in the county jail for not less than three months nor more than six months or both: *Provided, however,* If before, or at the time said labor was to be done or performed said person or persons shall refund said money or pay for any goods so obtained and interest on the same, this law shall not apply.

Approved March 8, 1905.

CHAPTER 79.—*Wages preferred—Insolvency of corporations.*

SECTION 89. In case of the insolvency of any corporation the laborers and workmen, and all persons doing labor or service of whatever character, in the regular employ of such corporation, or furnishing material or supplies necessary for the actual operation of the business of such corporation or the betterment of its property, shall have a first and prior lien upon the assets thereof for the amount of wages due to them respectively for all labor, work and services done, performed or rendered, or material or supplies furnished, within four months next preceding the date when proceedings in insolvency shall be actually instituted and begun against such insolvent corporation.

SEC. 90. Such lien shall be prior to all other liens that can or may be acquired upon or against such assets, except the lien and incumbrance of a chattel mortgage, recorded more than two months next preceding the date when proceedings in insolvency shall have been actually instituted against such insolvent corporation, and except the lien and incumbrance of a chattel mortgage recorded within two months next preceding the date when proceedings in insolvency shall have been actually instituted against such insolvent corporation, for money loaned or for goods purchased within said period of two months.

Approved March 15, 1905.

CHAPTER 124.—*Highway labor—Employers to furnish names of employees—Employment of local labor.*

SECTION 29. All persons, corporations or companies, are hereby required on application by the road overseer or his deputy, to furnish to said road overseer with the names of his, her or their employees, when they are employing ten or more persons, who are or may be liable to the payment of road taxes under the provisions of this act, and in the event of their refusal so to do within ten days after being so requested, shall forfeit the sum of one hundred dollars for each refusal so to do, and such sum shall be recovered in the same way as any penalty is collected; such money when collected shall be paid into a special fund and paid in the same manner as other moneys paid in for taxes.

SEC. 39. In order to foster and encourage the use of local materials and labor, hereafter any bridge or culvert constructed upon the provisions of this act in this territory shall be constructed, whenever practicable and more economical, of material produced in this Territory, using local labor in its construction.

Approved March 16, 1905.

WYOMING.

ACTS OF 1905.

CHAPTER 52.—*Employers to furnish road supervisors with names of employees.*

SECTION 2. Any person having in his employment any other person liable for the special road tax of two dollars mentioned in this act, must, at the request of the road supervisor, give to him a complete list of all persons so employed; and if any person neglects, or refuses to furnish said list for thirty days after demand, made as above provided, shall forfeit to the county the sum of fifty dollars, to be recovered by an action brought in the name of the road supervisor in any justice court having jurisdiction thereof; and the further sum of fifty dollars for each refusal or neglect to so furnish said list as aforesaid, to be collected as in this act provided, said forfeitures to go to the road fund of the county, and if any person required to pay the special road tax mentioned in this act, does not pay the same, and has no property subject to taxation, and the person owing the same is in the employment of any other person, the road supervisor must deliver to the employer a written notice, stating the amount of tax owing by such employee, and from the time of receiving said notice, the em-

ployer is liable to pay said tax, and the tax so paid may be deducted by such employer from the amount then due or to become due to such employee.

Approved February 20, A. D. 1905.

CHAPTER 58.—*Mines, smelters, etc.—Intoxicated persons—Bringing in intoxicants.*

SECTION 1. Whoever shall, while under the influence of intoxicating liquor enter any mine, smelter or metallurgical works or any of the buildings connected with the operation of the same in Wyoming, where miners or other workmen are employed, or carry intoxicating liquor into the same, shall be deemed guilty of a misdemeanor, and upon conviction shall be fined in any sum not exceeding five hundred dollars, to which may be added imprisonment in the county jail for a term not exceeding one year.

Approved February 20, A. D. 1905.

CHAPTER 61.—*Mine regulations—Ventilation.*

SECTION 1. Section 6 of an act * * * known as chapter 23, Laws of 1903, is hereby amended and reenacted so as to read as follows:

Section 6. The owner, lessee, or agent of any coal mine, whether shaft, slope, or drift, shall provide and maintain for every such mine, ample means of ventilation, affording not less than one hundred and fifty cubic feet of pure air per minute for each and every person employed in said mine, and as much more as the circumstances may require, which shall be circulated around the main headings and cross headings and working places to an extent that will dilute, carry off and render harmless the noxious or dangerous gases generated therein; the main current of air shall be so split, or subdivided, as to give a separate current of reasonably pure air to every hundred men at work, and the inspector shall have authority to order separate currents for smaller groups of men, if, in his judgment, special conditions make it necessary; and the air current for ventilating the stable shall not pass into the intake air current for ventilating the working parts of the mine. In mines generating fire damp worked out or abandoned parts thereof shall be kept free of standing gas, or properly walled off and the entrance thereto properly closed, and cautionary notice posted on the stopping to warn persons from danger, and every working place and all other places where gas is known or supposed to exist, shall be carefully examined by the fire boss, within two hours immediately before each shift, with a safety lamp, and in making said examination it shall be the duty of the fire boss, at each examination, to leave at the face of every place examined, evidence of his presence; and it shall not be lawful for any miner to enter any mine or part of a mine generating fire damp until it has been examined by the fire boss aforesaid, and by him reported to be safe. No working place shall be driven more than fifty feet in advance of a break-through or airway.

Approved February 20, A. D. 1905.

CHAPTER 81.—*Protection of railroad trainmen—Telegraph, etc., poles.*

SECTION 1. Hereafter all telegraph, telephone, electric light or other wires of any kind constructed over the line of any steam railroad within the State of Wyoming, shall be put upon good substantial poles of a size not less than twelve inches in diameter at the bottom and not less than six inches in diameter at the top, and that they be set in the earth not less than one-sixth of their length and well tamped. Double cross arms shall be used in all cases, and all wire shall be insulated with glass or porcelain insulators and securely fastened to both cross arms. Such cross arms shall be placed upon the pole in a gain cut not less than one inch deep and fastened with two bolts. All wires must clear the top of the rails at least twenty-five feet, except in case of trolley wire crossing, when such height as may be agreed upon shall be submitted for approval to the board of county commissioners or city council in which the crossing is to be made, and when approved by said board of county commissioners or city council such agreed height shall govern. Where there is a side strain, poles shall be well guyed or braced.

Approved February 21, A. D. 1905.

CUMULATIVE INDEX OF LABOR LAWS AND DECISIONS RELATING THERETO.

[This index includes all labor laws enacted since January 1, 1904, and published in successive issues of the Bulletin, beginning with Bulletin No. 57, the issue of March, 1905. Laws enacted previously appear in the Tenth Special Report of the Commissioner of Labor. The decisions indexed under the various headings relate to the laws on the same subjects without regard to their date of enactment and are indicated by the letter "D" in parentheses following the name of the State.]

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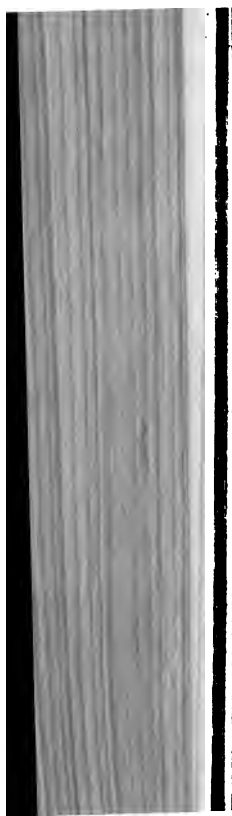
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